

**Letter of Agreement
Metro and AFSCME Local 3580
Clothing Allowance**

This is a Letter of Agreement (LOA) between Metro and AFSCME Local 3580 (hereinafter referred to as the Union) in regard to Article 31: Clothing Allowances.

RECITALS

- A. Metro management recognizes administrative support staff for Solid Waste Operations are expected to travel to transfer stations regularly and will occasionally be required to go onto the garbage transfer floor.
- B. Personal protective equipment and safety shoes are required on the garbage transfer floors.

AGREEMENT

The parties agree as follows:

- 1.) For purposes of this agreement, Solid Waste support staff include Administrative Specialist and Program Assistant classifications whose primary responsibility is to support the Solid Waste Operations division of Property and Environmental Services (PES).
- 2.) Solid Waste support staff will be required to obtain and wear suitable safety shoes. Metro will reimburse up to \$175 every four (4) years to each employee for safety shoes. Failure to obtain and wear safety shoes on the job as required may be cause for disciplinary action up to and including termination.
- 3.) For the purposes of this agreement, safety shoes shall mean: closed-toed, steel-toed shoes or boots.
- 4.) This agreement shall not set precedent, alter, or have effect on existing terms and conditions existing between the Union and Metro not specifically stated in this agreement.
- 5.) This agreement will expire on June 30, 2020.

For Metro:

Terry Smith 12.19.18
Terry Smith Date
Employee Engagement Manager
Metro

For AFSCME Local 3580:

Elizabeth K. Goetzing 12/17/18
Elizabeth Goetzing Date
President
AFSCME Local 3580