

## LETTER OF AGREEMENT

This is a Letter of Agreement (LOA) between Metro ("Employer") and IUOE 701-1 ("Union") regarding Article 25: Clothing Allowance for FT, PT, and VHE IUOE 701-1 members.

### RECITALS

- A. Employer and Union are parties to an existing collective bargaining agreement ("CBA") effective January 1, 2024 to June 30, 2026;
- B. Employer desires for full-time, part-time and variable hour employees to purchase their own pants for use during work hours.
- C. Employer seeks to update Article 25: Clothing Allowance regarding existing uniforms for these employees.

### AGREEMENT

The parties agree and stipulate as follows:

- 1. Full-time employees covered by this Agreement will receive five (5) uniforms shirts upon hire. Each fiscal year thereafter, full-time employees will receive up to three (3) shirts, as needed. The Employer will also provide one (1) good quality coat per contract. Subject to the Employer's approval, replacement items will be provided as needed.
- 2. Part-time and Variable hour employees covered by the Agreement will receive two (2) uniform shirts upon hire. Each fiscal year thereafter, Part-time and Variable hour employees will receive up to two (2) uniform shirts, as needed. Part-time and Variable hour employees who perform outside custodial duties will be provided one (1) good quality coat per contract, to be used, stored and laundered on-site, as needed.
- 3. Upon presentation of an original receipt of purchase, full-time employees covered by this Agreement will be reimbursed up to one hundred-fifty dollars (\$150) per fiscal year for quality work shoes. Employees are expected to wear these shoes on the job.
- 4. Employer will provide Full-time, Part-time, and Variable hour employees in all assigned positions and covered by this Article with a pant allowance equal to one hundred (\$100) on the first full paycheck on or after August 1 of each year. Employees on Employer's payroll as of August 1 of each year will receive the maximum benefit. Newly hired employees will receive their allowance in their first full paycheck. Pants should be opaque, black and should be full length (runs from belt line to ankle). They must not be faded, have rips or holes. Pants can be slacks or jeans. No shorts, cut offs, overalls, tights, leggings, pajama bottoms or sweatpants are allowed.

