



IBEW 962 – 2022 Negotiations

Memorandum of Understanding – Safety Shoes

MEMORANDUM OF UNDERSTANDING

During the 2014 negotiations, the Company and the Union agreed to memorialize the new Safety Shoe Policy rolled out earlier in the year, describing appropriate footwear to be worn by employees in certain departments as referenced below.

The Company will provide an initial reimbursement for all newly eligible and subsequent new hires as described below for employees to purchase two (2) pairs of boots that meet the requirements for their position.

1. The Company will reimburse eligible employees in Distribution C&M for reasonable expenses associated with the initial purchase of up two pairs of boots not to exceed a total of \$600.
2. The Company will provide reimbursement not to exceed \$300 for the initial boot purchase for employees in Fleet Services, Supply Chain, and Metering Services.

Going forward, employees in the above referenced groups, will be eligible to receive reimbursement not to exceed \$300 every two years for the purpose of replacing worn boots. Employees are expected to manage their boot allowance as they deem best, provided that reimbursement will not exceed \$300 every two years.

Effective January 1, 2021, eligible employees in the Fossil Hydro Organization, will be eligible to receive reimbursement of up to \$200, every two years, for the purchase of safety footwear.

Employees are expected to purchase footwear from a vendor of their choosing that meets the requirements for the type of work they are required to perform in compliance with departmental requirements. Employees are required to wear compliant footwear at all times when they are working. Individual business units may choose to implement variations of the policy with respect to specific shoe requirements based on the work environment in that department and reimbursement approach.

Prior to any reimbursement, employees are required to provide a copy of the receipt and also proof that the boots meet the departmental standards. It is the Company's expectation that this reimbursement will be sufficient for employees to maintain protective footwear for work purposes. Employees, who experience legitimate damage, including normal wear and tear, to their boots related to work activities, as determined by Management, should contact their supervisor to make arrangements for replacement.

On behalf of the Company:

Lisa A. Gregory
Name

09/29/2022
Date

On behalf of the Union:

Tom W. Wilbur
Name

9-29-22
Date