

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding between the City of Bend Employees Association (COBEA) and the City of Bend (City) is for the purpose of memorializing the agreement between the parties as it relates to Section 24.4 of the current Collective Bargaining Agreement (CBA) between COBEA and the City.

### Recitals

A. COBEA has notified the City that it has received concerns from members regarding the implementation of the Boots/Shoe Reimbursement in Article 24, Section 24.4 of the CBA.

### Terms of Agreement

1. The parties amend Article 24, Section 24.4 as follows:

Section 24.4 Boot/Shoe Reimbursement. Employees who are required by OR-OSHA regulations to wear safety boots/shoes or employees who are required to leave their boots/shoes at the work place because of contamination will be reimbursed a maximum of One Hundred Fifty Dollars (\$150.00) annually on or about the first pay date in August. The reimbursement will be subject to the following terms:

- Reimbursable items may include boots, shoes, repair and/or resole of items previously acquired under this Section, and/or other footwear-related items accompanying the primary boot/shoe purchase upon which the reimbursement is being requested such as orthopedic inserts, replacement laces, etc.
- Under no circumstances will the annual reimbursement be carried forward to future years. The reimbursement is considered "use-it-or-lose-it".
- The City retains the final authority to determine the suitability for reimbursement of any item submitted by an employee for reimbursement. Any safety footwear purchased under this provision must be approved by ASTM and approved by the City.
- To receive reimbursement, the employee must submit receipts acceptable to the City as proof of purchase.
- The City, at its sole discretion, may provide for a replacement pair of boots/shoes if the previously reimbursed pair is unexpectedly damaged beyond repair/safety requirements as determined by the City.

This Memorandum of Understanding is effective this 19 day of April, 2017.



Rob DuValle, HR Director  
City of Bend



Brice Blackwelder, President  
COBEA