

SEIU Side Letter 2024-02

**SIDE LETTER OF AGREEMENT BETWEEN THE CITY OF SANTA MARIA (CITY)
AND THE SERVICE EMPLOYEES' INTERNATIONAL UNION (SEIU) LOCAL 620
REGARDING WORK FOOTWEAR**

This Side Letter of Agreement is entered into between the City and SEIU and shall replace Section 8.04 Work Footwear of the parties' existing Memorandum of Understanding as clean up language to address the work footwear classification list.

The following provisions of this Side Letter of Agreement represent the mutual understanding and verbal consent of both parties as of August 1, 2024.

The following provision shall replace the existing as follows:

Section 8.04 Work Footwear

A. In order to help reduce potential work related foot injuries, based upon recommendations of the City Safety Committee, the following policy, pertaining to appropriate work footwear, shall be as follows:

1. Appropriate work foot protection shall be worn by field and shop employees who are exposed to potential foot injuries from hot, corrosive, poisonous substances, falling objects, crushing, or penetrating actions.

2. Work footwear not appropriate and/or not approved shall be tennis shoes, sandals, "deck shoes", canvas shoes, athletic shoes, open toe shoes, and any other shoe easily penetrated.

3. The City agrees to reimburse employees required to wear appropriate footwear, as defined in this section, for the replacement cost or resoling of one pair of work boots within 60 days of incurring cost, up to a maximum of \$250 per calendar year.

a. Those eligible employees assigned to the asphalt or concrete crews in the Department of Public Works or field staff in the Department of Utilities are authorized to purchase an additional pair of boots should their first pair be damaged, and the integrity of the boots has been compromised within the normal course of work. If the damage was caused by a careless act of a non-hazardous activity at the fault of the employee, the replacement cost will be the responsibility of the said employee. Subject to inspection and approval by the Division Manager, the City agrees to reimburse these employees for a second pair of boots up to a maximum of \$250 per calendar year.

4. Reimbursement will be approved with the original receipt for those specific classifications listed with Human Resources.

5. The City and the Union both reserve the right to make changes to add or remove classifications from the list upon mutual agreement.

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6. During the time of any leave of absence without pay employees will not be eligible for footwear allowance.

This Side Letter of Agreement is enacted on the 1st day of August 2024.

Signed by:

Natalia Heredia

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Natalia Heredia, President
Santa Maria Chapter of SEIU

Signed by:

Dawn Jackson

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Dawn Jackson
Interim Director of HR

Signed by:

Nicole Bryant

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SEIU Representative

Signed by:

Kayleigh McLeod

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Div. Chief E&L Relations

Signed by:

Erica Anaya

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HR Administrative Leader