

**MEMORANDUM OF AGREEMENT****BY AND BETWEEN****KING COUNTY****AND****JOINT CRAFTS COUNCIL****REPRESENTING CONSTRUCTION CRAFTS****Subject: Footwear Allowance**

The following provisions apply to regular employees represented by the Union working in the Departments of Transportation and Natural Resources and Parks who are required by the County to wear protective footwear for their job. The County will determine criteria of what constitutes protective footwear based on job assignment.

Regular employees in the Fleet, Airport, and Road Services divisions will receive an annual payment of ninety dollars (\$90), less required tax withholdings, paid in the second paycheck of July of each year of the Agreement to use towards the purchase of the protective footwear.

Regular employees in the Solid Waste Division will receive a credit of seventy-five dollars (\$75.00) for each calendar year of this Agreement to use towards the purchase or repair of protective footwear. Employees must present receipts to the supervisor/designee for reimbursement evidencing the purchase or repair of protective footwear. If the footwear credit is

not fully used in the calendar year, the unused amount can be carried over to the following calendar year for use. No more than \$75.00 can be carried over from one year to the next.

APPROVED this 8 day of APRIL, 2013.

By: *Dow Conitt*  
King County Executive

By: *J. Miller*  
Pacific Northwest Regional Council of Carpenters  
Local 30

Date: 2/27/13

By: *Paul G. Miller*  
International Association of Machinists and  
Aerospace Workers Local 289

Date: 3-11-13

By: *Steve Schultz*  
International Brotherhood of Boilermakers, Iron Ship  
Builders, Blacksmiths, Forgers and Helpers  
Lodge No. 104

Date: 3-1-13

By: *Grant Lewis*  
International Brotherhood of Electrical Workers  
Local 46

Date: 2-27-13

By: *[Signature]*  
International Union of Painters and Allied Trades  
District Council 5

Date: 3/4/13

By: *Steve Menne*  
United Association of Plumbers and Pipefitters  
Local 32

Date: 3-6-13