

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY  
AND  
INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 117  
REPRESENTING THE JOINT UNITS**

**Subject: Footwear Allowance**

The following provisions apply to regular employees represented by the Union working in the Departments of Transportation, Public Health 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 Department of Public Health, and Fleet, Airport, and Road Services divisions of the Department of Transportation 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 Corbett  
King County Executive

For International Brotherhood of Teamsters Local 117:

Tracey A. Thompson

Tracey A. Thompson  
Secretary-Treasurer

