



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**July 24, 2007**

**Ordinance 15870**

**Proposed No.** 2007-0351.1

**Sponsors** Gossett and Phillips

1 AN ORDINANCE approving and adopting the  
2 memorandum of understanding regarding boot allowance  
3 negotiated by and between King County and the Unions  
4 representing employees in the road services division of the  
5 department of transportation; and establishing the effective  
6 date of said agreement.

7

8 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

9 SECTION 1. The memorandum of understanding regarding boot allowance  
10 negotiated by and between King County and the Unions representing employees in the  
11 road services division of the department of transportation and attached hereto is hereby  
12 approved and adopted by this reference made a part hereof.

13 SECTION 2. Terms and conditions of said agreement shall be effective upon  
14 approval by the King County council, through and including July 31, 2010.

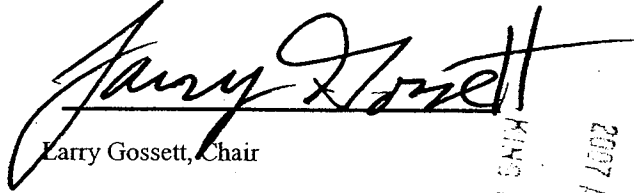
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Ordinance 15870 was introduced on 7/9/2007 and passed by the Metropolitan King  
County Council on 7/23/2007, by the following vote:

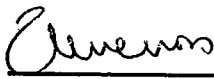
Yes: 9 - Mr. Gossett, Ms. Patterson, Ms. Lambert, Mr. von Reichbauer, Mr.

Dunn, Mr. Ferguson, Mr. Phillips, Ms. Hague and Mr. Constantine  
No: 0  
Excused: 0

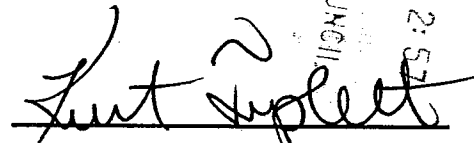
KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

  
Larry Gossett, Chair

ATTEST:



Anne Noris, Clerk of the Council  
APPROVED this 3rd day of August, 2007.

  
for Ron Sims, County Executive

RECEIVED  
2007 AUG -3 PM 2:52  
CLERK  
KING COUNTY COUNCIL

**Attachments**

- A. Memorandum of Understanding By and Between King County and The Unions Representing Road Services Division Employees Within The Department of Transportation, B. Memorandum of Understanding By and Between King County And The Unions Representing Road Services Division Employees Within The Department of Transportation-Local 302, C. Memorandum of Understanding By And Between King County And The Unions Representing Road Services Division Employees Within The Department of Transportation-Local 46, D. Memorandum of Understanding By and Between King County And The Unions Representing Road Services Division Employees Within The Department of Transportation-Local 117, E. Memorandum of Understanding By and Between King County And The Unions Representing Road Services Division Employees Within The Department of Transportation-Local 174, F. Memorandum of Understanding By and Between King County And The Unions Representing Road Services Division Employees Within The Department of Transportation-Locals 131 & 1797, G. Memorandum of Understanding By and Between King County And The Unions Representing Road Services Division Employees Within The Department of Transportation-Locals 300 & 1094, H. Memorandum of Understanding By and Between King County And International Federation of Professional & Technical Engineers-Local 17-Development and Environmental Services, Natural Resources & Parks, Transportation, I. Memorandum of Understanding By and Between King County And International Federation of Professional & Technical Engineers-Local 17-Professional & Technical-Department of Transportation, J. Memorandum of Understanding By and Between King County And International Federation of Professional & Technical Engineers-Local 17-Section Managers-Department of Natural Resources & Parks, Transportation, K. Memorandum of Understanding By and Between King County And International Federation of Professional & Technical Engineers-Local 17-Supervisor-Department of Natural Resources & Parks, Transportation, L. Memorandum of Understanding By and Between King County And International Brotherhood of Electrical Workers-Local 77

**Memorandum of Understanding  
By and Between  
King County  
And  
The Unions Representing Road Services Division Employees  
Within the Department of Transportation**

**RE: Boot Allowance**

**Whereas**, the Road Services Division's Safety Committee, convened pursuant to the Washington Administrative Code Section 296-800-130, has representatives from bargaining units of Road Services employees; and

**Whereas**, Road Services field staff are required by state worker safety regulations to wear either "protective" (*i.e.*, steel-toed boots) or "substantial" footwear (*i.e.*, leather boots); and

**Whereas**, the Safety Committee has researched the types and costs associated with these footwear requirements and made a unanimous recommendation to the County to adopt a boot allowance, similar to other jurisdictions and other County Road Services employees; and

**Whereas**, the County and the Unions have bargained in good faith regarding this issue, now therefore agree as follows:

1. The County shall identify those Road Services Division staff who are in positions requiring protective or substantial footwear to perform safely their essential job functions.
2. All staff who are identified shall receive an annual payment of ninety dollars (\$90) to be used to purchase the required footwear. The first payment, to reimburse employees for purchases made in 2006, shall be made in consultation with the Finance and Business Operations Division of the Department of Executive Services and shall be made as soon as practicably possible following approval of this Agreement. This payment will be made to those employees employed at the time the payment is made. For 2007 and thereafter, the payment shall be made in the second paycheck of July to employees who are employed on July 15 of that year.
3. The allowance will be subject to regular tax withholdings as may be required under federal and state law.

4. Staff will be responsible to purchase the footwear and may be subject to discipline for failing to wear this required safety equipment.
5. This Memorandum of Understanding shall be effective upon approval by the King County Council and shall expire July 31, 2010.

APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 2007

By: \_\_\_\_\_  
King County Executive

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For: International Federation of Professional & Technical Engineers, Local 17

- Contract: ♦ Departments of: Development and Environmental Services, Natural Resources & Parks, Transportation [040]  
♦ Professional & Technical - Department of Transportation [046]  
♦ Section Managers - Departments of: Natural Resources & Parks, Transportation [066]  
♦ Supervisors - Departments of: Natural Resources & Parks, Transportation [065]

\_\_\_\_\_  
Joseph L. McGee, Executive Director

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For: International Brotherhood of Electrical Workers, Local 77

- Contract: ♦ Departments of: Executive Services (Information & Telecommunications Services), Transportation (Road Services) [100]

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Joe Simpson, Business Representative

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For: Teamsters Local 174

- Contract: ♦ Departments of: Natural Resources & Parks, Transportation [160]

\_\_\_\_\_  
/S/  
Dan Scott, Secretary-Treasurer

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For: International Union of Operating Engineers, Local 302  
Contract: ♦ Equipment Operators - Departments of: Natural Resources & Parks,  
Transportation [351]

/S/

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Bob Franssen, Field Representative

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For: Joint Crafts Council, International Brotherhood of Electrical Workers, Local 46  
Appendix: ♦ Appendix D - Electricians - Departments of: Executive Services (Facilities  
Management), Natural Resources & Parks, Transportation [350]

/S/

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Janet Lewis, Business Representative

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For: Joint Crafts Council, International Brotherhood of Teamsters Local 117  
Appendix: ♦ Appendix E - Departments of: Executive Services (Facilities Management  
- Airport), Natural Resources & Parks, Transportation [350]  
♦ Appendix K - Departments of: Executive Services (Facilities  
Management; Records, Elections & Licensing Services), Natural  
Resources & Parks, Transportation [350]

/S/

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John A. Williams, Secretary-Treasurer

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For: Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 131  
Appendix: ♦ Appendix A - Carpenters - Departments of: Executive Services (Facilities  
Management), Natural Resources & Parks, Transportation [350]  
For: Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 1797  
Appendix: ♦ Appendix A - Carpenter - Department of Transportation [350]

/S/

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Wayne Thueringer, Business Representative

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For: Joint Crafts Council, International Brotherhood of Painters and Allied Trades District  
Council #5, Painters, Local 300  
Appendix: ♦ Appendix F - Departments of: Executive Services (Facilities  
Management), DNRP (Parks), Transportation [350]  
For: Joint Crafts Council, International Brotherhood of Painters and Allied Trades District  
Council #5; Sign Painters, Local 1094  
Appendix: ♦ Appendix F - Sign Painters - Department of Transportation [350]

/S/

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Ron Krebs, Business Representative



**Memorandum of Understanding  
By and Between  
King County  
And  
The Unions Representing Road Services Division Employees  
Within the Department of Transportation-Local 302**

**RE: Boot Allowance**

**Whereas**, the Road Services Division's Safety Committee, convened pursuant to the Washington Administrative Code Section 296-800-130, has representatives from bargaining units of Road Services employees; and

**Whereas**, Road Services field staff are required by state worker safety regulations to wear either "protective" (*i.e.*, steel-toed boots) or "substantial" footwear (*i.e.*, leather boots); and

**Whereas**, the Safety Committee has researched the types and costs associated with these footwear requirements and made a unanimous recommendation to the County to adopt a boot allowance, similar to other jurisdictions and other County Road Services employees; and

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APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 2007

By: \_\_\_\_\_  
King County Executive

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For: International Federation of Professional & Technical Engineers, Local 17  
Contract: ♦ Departments of: Development and Environmental Services, Natural Resources & Parks, Transportation [040]  
♦ Professional & Technical - Department of Transportation [046]  
♦ Section Managers - Departments of: Natural Resources & Parks, Transportation [066]  
♦ Supervisors - Departments of: Natural Resources & Parks, Transportation [065]

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Joseph L. McGee, Executive Director

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For: International Brotherhood of Electrical Workers, Local 77  
Contract: ♦ Departments of: Executive Services (Information & Telecommunications Services), Transportation (Road Services) [100]

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Joe Simpson, Business Representative

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For: Teamsters Local 174  
Contract: ♦ Departments of: Natural Resources & Parks, Transportation [160]

/S/  
\_\_\_\_\_  
David Allison, Business Agent



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For: International Union of Operating Engineers, Local 302

Contract: ♦ Equipment Operators - Departments of: Natural Resources & Parks,  
Transportation [351]

/S/

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Bob Franssen, Field Representative

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For: Joint Crafts Council, International Brotherhood of Electrical Workers, Local 46

Appendix: ♦ Appendix D - Electricians - Departments of: Executive Services (Facilities  
Management), Natural Resources & Parks, Transportation [350]

/S/

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Janet Lewis, Business Representative

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For: Joint Crafts Council, International Brotherhood of Teamsters Local 117

Appendix: ♦ Appendix E - Departments of: Executive Services (Facilities Management  
- Airport), Natural Resources & Parks, Transportation [350]  
♦ Appendix K - Departments of: Executive Services (Facilities  
Management; Records, Elections & Licensing Services), Natural  
Resources & Parks, Transportation [350]

/S/

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John A. Williams, Secretary-Treasurer

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For: Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 131

Appendix: ♦ Appendix A - Carpenters - Departments of: Executive Services (Facilities  
Management), Natural Resources & Parks, Transportation [350]

For: Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 1797

Appendix: ♦ Appendix A - Carpenter - Department of Transportation [350]

/S/

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Wayne Thueringer, Business Representative

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For: Joint Crafts Council, International Brotherhood of Painters and Allied Trades District  
Council #5, Painters, Local 300

Appendix: ♦ Appendix F - Departments of: Executive Services (Facilities  
Management), DNRP (Parks), Transportation [350]

For: Joint Crafts Council, International Brotherhood of Painters and Allied Trades District  
Council #5; Sign Painters, Local 1094

Appendix: ♦ Appendix F - Sign Painters - Department of Transportation [350]

/S/

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Ron Krebs, Business Representative



**Memorandum of Understanding  
By and Between  
King County  
And  
The Unions Representing Road Services Division Employees  
Within the Department of Transportation-Local 46**

**RE: Boot Allowance**

**Whereas**, the Road Services Division's Safety Committee, convened pursuant to the Washington Administrative Code Section 296-800-130, has representatives from bargaining units of Road Services employees; and

**Whereas**, Road Services field staff are required by state worker safety regulations to wear either "protective" (*i.e.*, steel-toed boots) or "substantial" footwear (*i.e.*, leather boots); and

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By: \_\_\_\_\_  
King County Executive

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For: International Federation of Professional & Technical Engineers, Local 17  
Contract: ♦ Departments of: Development and Environmental Services, Natural Resources & Parks, Transportation [040]  
♦ Professional & Technical - Department of Transportation [046]  
♦ Section Managers - Departments of: Natural Resources & Parks, Transportation [066]  
♦ Supervisors - Departments of: Natural Resources & Parks, Transportation [065]

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Joseph L. McGee, Executive Director

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For: International Brotherhood of Electrical Workers, Local 77  
Contract: ♦ Departments of: Executive Services (Information & Telecommunications Services), Transportation (Road Services) [100]

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Joe Simpson, Business Representative

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For: Teamsters Local 174  
Contract: ♦ Departments of: Natural Resources & Parks, Transportation [160]

/S/  
\_\_\_\_\_  
David Allison, Business Agent

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For: International Union of Operating Engineers, Local 302

Contract: ♦ Equipment Operators - Departments of: Natural Resources & Parks,  
Transportation [351]

/S/

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Bob Franssen, Field Representative

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For: Joint Crafts Council, International Brotherhood of Electrical Workers, Local 46

Appendix: ♦ Appendix D - Electricians - Departments of: Executive Services (Facilities  
Management), Natural Resources & Parks, Transportation [350]

/S/

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Janet Lewis, Business Representative

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For: Joint Crafts Council, International Brotherhood of Teamsters Local 117

Appendix: ♦ Appendix E - Departments of: Executive Services (Facilities Management  
- Airport), Natural Resources & Parks, Transportation [350]  
♦ Appendix K - Departments of: Executive Services (Facilities  
Management; Records, Elections & Licensing Services), Natural  
Resources & Parks, Transportation [350]

/S/

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John A. Williams, Secretary-Treasurer

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For: Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 131

Appendix: ♦ Appendix A - Carpenters - Departments of: Executive Services (Facilities  
Management), Natural Resources & Parks, Transportation [350]

For: Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 1797

Appendix: ♦ Appendix A - Carpenter - Department of Transportation [350]

/S/

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Wayne Thueringer, Business Representative

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For: Joint Crafts Council, International Brotherhood of Painters and Allied Trades District  
Council #5, Painters, Local 300

Appendix: ♦ Appendix F - Departments of: Executive Services (Facilities  
Management), DNRP (Parks), Transportation [350]

For: Joint Crafts Council, International Brotherhood of Painters and Allied Trades District  
Council #5; Sign Painters, Local 1094

Appendix: ♦ Appendix F - Sign Painters - Department of Transportation [350]

/S/

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Ron Krebs, Business Representative



**Memorandum of Understanding  
By and Between  
King County  
And  
The Unions Representing Road Services Division Employees  
Within the Department of Transportation-Local 117**

**RE: Boot Allowance**

**Whereas**, the Road Services Division's Safety Committee, convened pursuant to the Washington Administrative Code Section 296-800-130, has representatives from bargaining units of Road Services employees; and

**Whereas**, Road Services field staff are required by state worker safety regulations to wear either "protective" (*i.e.*, steel-toed boots) or "substantial" footwear (*i.e.*, leather boots); and

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APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 2007

By: \_\_\_\_\_  
King County Executive

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For: International Federation of Professional & Technical Engineers, Local 17  
Contract: ♦ Departments of: Development and Environmental Services, Natural Resources & Parks, Transportation [040]  
♦ Professional & Technical - Department of Transportation [046]  
♦ Section Managers - Departments of: Natural Resources & Parks, Transportation [066]  
♦ Supervisors - Departments of: Natural Resources & Parks, Transportation [065]

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Joseph L. McGee, Executive Director

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For: International Brotherhood of Electrical Workers, Local 77  
Contract: ♦ Departments of: Executive Services (Information & Telecommunications Services), Transportation (Road Services) [100]

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Joe Simpson, Business Representative

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For: Teamsters Local 174  
Contract: ♦ Departments of: Natural Resources & Parks, Transportation [160]

/S/  
\_\_\_\_\_  
David Allison, Business Agent



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For: International Union of Operating Engineers, Local 302

Contract: ♦ Equipment Operators - Departments of: Natural Resources & Parks,  
Transportation [351]

/S/

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Bob Franssen, Field Representative

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For: Joint Crafts Council, International Brotherhood of Electrical Workers, Local 46

Appendix: ♦ Appendix D - Electricians - Departments of: Executive Services (Facilities  
Management), Natural Resources & Parks, Transportation [350]

/S/

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Janet Lewis, Business Representative

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For: Joint Crafts Council, International Brotherhood of Teamsters Local 117

Appendix: ♦ Appendix E - Departments of: Executive Services (Facilities Management  
- Airport), Natural Resources & Parks, Transportation [350]  
♦ Appendix K - Departments of: Executive Services (Facilities  
Management; Records, Elections & Licensing Services), Natural  
Resources & Parks, Transportation [350]

/S/

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John A. Williams, Secretary-Treasurer

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For: Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 131

Appendix: ♦ Appendix A - Carpenters - Departments of: Executive Services (Facilities  
Management), Natural Resources & Parks, Transportation [350]

For: Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 1797

Appendix: ♦ Appendix A - Carpenter - Department of Transportation [350]

/S/

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Wayne Thueringer, Business Representative

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For: Joint Crafts Council, International Brotherhood of Painters and Allied Trades District  
Council #5, Painters, Local 300

Appendix: ♦ Appendix F - Departments of: Executive Services (Facilities  
Management), DNRP (Parks), Transportation [350]

For: Joint Crafts Council, International Brotherhood of Painters and Allied Trades District  
Council #5; Sign Painters, Local 1094

Appendix: ♦ Appendix F - Sign Painters - Department of Transportation [350]

/S/

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Ron Krebs, Business Representative



**Memorandum of Understanding  
By and Between  
King County  
And  
The Unions Representing Road Services Division Employees  
Within the Department of Transportation-Local 174**

**RE: Boot Allowance**

**Whereas**, the Road Services Division's Safety Committee, convened pursuant to the Washington Administrative Code Section 296-800-130, has representatives from bargaining units of Road Services employees; and

**Whereas**, Road Services field staff are required by state worker safety regulations to wear either "protective" (*i.e.*, steel-toed boots) or "substantial" footwear (*i.e.*, leather boots); and

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By: \_\_\_\_\_  
King County Executive

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For: International Federation of Professional & Technical Engineers, Local 17  
Contract: ♦ Departments of: Development and Environmental Services, Natural Resources & Parks, Transportation [040]  
♦ Professional & Technical - Department of Transportation [046]  
♦ Section Managers - Departments of: Natural Resources & Parks, Transportation [066]  
♦ Supervisors - Departments of: Natural Resources & Parks, Transportation [065]

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Joseph L. McGee, Executive Director

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For: International Brotherhood of Electrical Workers, Local 77  
Contract: ♦ Departments of: Executive Services (Information & Telecommunications Services), Transportation (Road Services) [100]

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Joe Simpson, Business Representative

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For: Teamsters Local 174  
Contract: ♦ Departments of: Natural Resources & Parks, Transportation [160]

/S/  
\_\_\_\_\_  
Dan Scott, Secretary-Treasurer

---

For: International Union of Operating Engineers, Local 302  
Contract: ♦ Equipment Operators - Departments of: Natural Resources & Parks,  
Transportation [351]

/S/

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Bob Franssen, Field Representative

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For: Joint Crafts Council, International Brotherhood of Electrical Workers, Local 46  
Appendix: ♦ Appendix D - Electricians - Departments of: Executive Services (Facilities  
Management), Natural Resources & Parks, Transportation [350]

/S/

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Janet Lewis, Business Representative

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For: Joint Crafts Council, International Brotherhood of Teamsters Local 117  
Appendix: ♦ Appendix E - Departments of: Executive Services (Facilities Management  
- Airport), Natural Resources & Parks, Transportation [350]  
♦ Appendix K - Departments of: Executive Services (Facilities  
Management; Records, Elections & Licensing Services), Natural  
Resources & Parks, Transportation [350]

/S/

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John A. Williams, Secretary-Treasurer

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For: Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 131  
Appendix: ♦ Appendix A - Carpenters - Departments of: Executive Services (Facilities  
Management), Natural Resources & Parks, Transportation [350]  
For: Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 1797  
Appendix: ♦ Appendix A - Carpenter - Department of Transportation [350]

/S/

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Wayne Thueringer, Business Representative

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For: Joint Crafts Council, International Brotherhood of Painters and Allied Trades District  
Council #5, Painters, Local 300  
Appendix: ♦ Appendix F - Departments of: Executive Services (Facilities  
Management), DNRP (Parks), Transportation [350]  
For: Joint Crafts Council, International Brotherhood of Painters and Allied Trades District  
Council #5; Sign Painters, Local 1094  
Appendix: ♦ Appendix F - Sign Painters - Department of Transportation [350]

/S/

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Ron Krebs, Business Representative



**Memorandum of Understanding  
By and Between  
King County  
And  
The Unions Representing Road Services Division Employees  
Within the Department of Transportation-Locals 131 & 1797**

**RE: Boot Allowance**

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By: \_\_\_\_\_  
King County Executive

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For: International Federation of Professional & Technical Engineers, Local 17  
Contract: ♦ Departments of: Development and Environmental Services, Natural Resources & Parks, Transportation [040]  
♦ Professional & Technical - Department of Transportation [046]  
♦ Section Managers - Departments of: Natural Resources & Parks, Transportation [066]  
♦ Supervisors - Departments of: Natural Resources & Parks, Transportation [065]

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Joseph L. McGee, Executive Director

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For: International Brotherhood of Electrical Workers, Local 77  
Contract: ♦ Departments of: Executive Services (Information & Telecommunications Services), Transportation (Road Services) [100]

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Joe Simpson, Business Representative

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For: Teamsters Local 174  
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/S/  
\_\_\_\_\_  
David Allison, Business Agent



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For: International Union of Operating Engineers, Local 302  
Contract: ♦ Equipment Operators - Departments of: Natural Resources & Parks,  
Transportation [351]

/S/

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Bob Franssen, Field Representative

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For: Joint Crafts Council, International Brotherhood of Electrical Workers, Local 46  
Appendix: ♦ Appendix D - Electricians - Departments of: Executive Services (Facilities  
Management), Natural Resources & Parks, Transportation [350]

/S/

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Janet Lewis, Business Representative

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For: Joint Crafts Council, International Brotherhood of Teamsters Local 117  
Appendix: ♦ Appendix E - Departments of: Executive Services (Facilities Management  
- Airport), Natural Resources & Parks, Transportation [350]  
♦ Appendix K - Departments of: Executive Services (Facilities  
Management; Records, Elections & Licensing Services), Natural  
Resources & Parks, Transportation [350]

/S/

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John A. Williams, Secretary-Treasurer

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For: Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 131  
Appendix: ♦ Appendix A - Carpenters - Departments of: Executive Services (Facilities  
Management), Natural Resources & Parks, Transportation [350]  
For: Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 1797  
Appendix: ♦ Appendix A - Carpenter - Department of Transportation [350]

/S/

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Wayne Thueringer, Business Representative

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For: Joint Crafts Council, International Brotherhood of Painters and Allied Trades District  
Council #5, Painters, Local 300  
Appendix: ♦ Appendix F - Departments of: Executive Services (Facilities  
Management), DNRP (Parks), Transportation [350]

For: Joint Crafts Council, International Brotherhood of Painters and Allied Trades District  
Council #5; Sign Painters, Local 1094  
Appendix: ♦ Appendix F - Sign Painters - Department of Transportation [350]

/S/

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Ron Krebs, Business Representative



**Memorandum of Understanding  
By and Between  
King County  
And  
The Unions Representing Road Services Division Employees  
Within the Department of Transportation-Locals 300 & 1094**

**RE: Boot Allowance**

**Whereas**, the Road Services Division's Safety Committee, convened pursuant to the Washington Administrative Code Section 296-800-130, has representatives from bargaining units of Road Services employees; and

**Whereas**, Road Services field staff are required by state worker safety regulations to wear either "protective" (*i.e.*, steel-toed boots) or "substantial" footwear (*i.e.*, leather boots); and

**Whereas**, the Safety Committee has researched the types and costs associated with these footwear requirements and made a unanimous recommendation to the County to adopt a boot allowance, similar to other jurisdictions and other County Road Services employees; and

**Whereas**, the County and the Unions have bargained in good faith regarding this issue, now therefore agree as follows:

1. The County shall identify those Road Services Division staff who are in positions requiring protective or substantial footwear to perform safely their essential job functions.
2. All staff who are identified shall receive an annual payment of ninety dollars (\$90) to be used to purchase the required footwear. The first payment, to reimburse employees for purchases made in 2006, shall be made in consultation with the Finance and Business Operations Division of the Department of Executive Services and shall be made as soon as practicably possible following approval of this Agreement. This payment will be made to those employees employed at the time the payment is made. For 2007 and thereafter, the payment shall be made in the second paycheck of July to employees who are employed on July 15 of that year.
3. The allowance will be subject to regular tax withholdings as may be required under federal and state law.

4. Staff will be responsible to purchase the footwear and may be subject to discipline for failing to wear this required safety equipment.
5. This Memorandum of Understanding shall be effective upon approval by the King County Council and shall expire July 31, 2010.

APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 2007

By: \_\_\_\_\_  
King County Executive

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For: International Federation of Professional & Technical Engineers, Local 17  
Contract: ♦ Departments of: Development and Environmental Services, Natural Resources & Parks, Transportation [040]  
♦ Professional & Technical - Department of Transportation [046]  
♦ Section Managers - Departments of: Natural Resources & Parks, Transportation [066]  
♦ Supervisors - Departments of: Natural Resources & Parks, Transportation [065]

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Joseph L. McGee, Executive Director

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For: International Brotherhood of Electrical Workers, Local 77  
Contract: ♦ Departments of: Executive Services (Information & Telecommunications Services), Transportation (Road Services) [100]

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Joe Simpson, Business Representative

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For: Teamsters Local 174  
Contract: ♦ Departments of: Natural Resources & Parks, Transportation [160]

/S/  
\_\_\_\_\_  
David Allison, Business Agent

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For: International Union of Operating Engineers, Local 302  
Contract: ♦ Equipment Operators - Departments of: Natural Resources & Parks,  
Transportation [351]

/S/

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Bob Franssen, Field Representative

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For: Joint Crafts Council, International Brotherhood of Electrical Workers, Local 46  
Appendix: ♦ Appendix D - Electricians - Departments of: Executive Services (Facilities  
Management), Natural Resources & Parks, Transportation [350]

/S/

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Janet Lewis, Business Representative

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For: Joint Crafts Council, International Brotherhood of Teamsters Local 117  
Appendix: ♦ Appendix E - Departments of: Executive Services (Facilities Management  
- Airport), Natural Resources & Parks, Transportation [350]  
♦ Appendix K - Departments of: Executive Services (Facilities  
Management; Records, Elections & Licensing Services), Natural  
Resources & Parks, Transportation [350]

/S/

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John A. Williams, Secretary-Treasurer

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For: Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 131  
Appendix: ♦ Appendix A - Carpenters - Departments of: Executive Services (Facilities  
Management), Natural Resources & Parks, Transportation [350]  
For: Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 1797  
Appendix: ♦ Appendix A - Carpenter - Department of Transportation [350]

/S/

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Wayne Thueringer, Business Representative

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For: Joint Crafts Council, International Brotherhood of Painters and Allied Trades District  
Council #5, Painters, Local 300  
Appendix: ♦ Appendix F - Departments of: Executive Services (Facilities  
Management), DNRP (Parks), Transportation [350]  
For: Joint Crafts Council, International Brotherhood of Painters and Allied Trades District  
Council #5; Sign Painters, Local 1094  
Appendix: ♦ Appendix F - Sign Painters - Department of Transportation [350]

/S/

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Ron Krebs, Business Representative



**Memorandum of Understanding  
By and Between  
King County  
And  
International Federation of Professional & Technical Engineers, Local 17  
(Contract: Departments of: Development and Environmental Services, Natural  
Resources & Parks, Transportation)  
Representing Road Services Division Employees  
Within the Department of Transportation**

**RE: Boot Allowance**

**Whereas**, the Road Services Division's Safety Committee, convened pursuant to the Washington Administrative Code Section 296-800-130, has representatives from bargaining units of Road Services employees; and

**Whereas**, Road Services field staff are required by state worker safety regulations to wear either "protective" (*i.e.*, steel-toed boots) or "substantial" footwear (*i.e.*, leather boots); and

**Whereas**, the Safety Committee has researched the types and costs associated with these footwear requirements and made a unanimous recommendation to the County to adopt a boot allowance, similar to other jurisdictions and other County Road Services employees; and

**Whereas**, the County and the Unions have bargained in good faith regarding this issue, now therefore agree as follows:

1. The County shall identify those Road Services Division staff who are in positions requiring protective or substantial footwear to perform safely their essential job functions.
2. All staff who are identified shall receive an annual payment of ninety dollars (\$90) to be used to purchase the required footwear. The first payment, to reimburse employees for purchases made in 2006, shall be made in consultation with the Finance and Business Operations Division of the Department of Executive Services and shall be made as soon as practicably possible following approval of this Agreement. This payment will be made to those employees employed at the time the payment is made. For 2007 and thereafter, the payment shall be made in the second paycheck of July to employees who are employed on July 15 of that year.
3. The allowance will be subject to regular tax withholdings as may be required under federal and state law.

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*Boot Allowance, Road Services Division, Department of Transportation  
International Federation of Professional & Technical Engineers, Local 17 (Departments of: Development  
and Environmental Services, Natural Resources & Parks, Transportation)*

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Page 1 of 2

4. Staff will be responsible to purchase the footwear and may be subject to discipline for failing to wear this required safety equipment.
5. This Memorandum of Understanding shall be effective upon approval by the King County Council and shall expire July 31, 2010.

**APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_, 2007

By: \_\_\_\_\_  
King County Executive

For: International Federation of Professional & Technical Engineers, Local 17  
(Departments of: Development and Environmental Services, Natural Resources & Parks, Transportation) [040]

\_\_\_\_\_  
Joseph L. McGee, Executive Director

\_\_\_\_\_  
Ray Goforth, Union Representative



**Memorandum of Understanding  
By and Between  
King County  
And  
International Federation of Professional & Technical Engineers, Local 17  
(Contract: Professional & Technical - Department of Transportation)  
Representing Road Services Division Employees  
Within the Department of Transportation**

**RE: Boot Allowance**

**Whereas**, the Road Services Division's Safety Committee, convened pursuant to the Washington Administrative Code Section 296-800-130, has representatives from bargaining units of Road Services employees; and

**Whereas**, Road Services field staff are required by state worker safety regulations to wear either "protective" (*i.e.*, steel-toed boots) or "substantial" footwear (*i.e.*, leather boots); and

**Whereas**, the Safety Committee has researched the types and costs associated with these footwear requirements and made a unanimous recommendation to the County to adopt a boot allowance, similar to other jurisdictions and other County Road Services employees; and

**Whereas**, the County and the Unions have bargained in good faith regarding this issue, now therefore agree as follows:

1. The County shall identify those Road Services Division staff who are in positions requiring protective or substantial footwear to perform safely their essential job functions.
2. All staff who are identified shall receive an annual payment of ninety dollars (\$90) to be used to purchase the required footwear. The first payment, to reimburse employees for purchases made in 2006, shall be made in consultation with the Finance and Business Operations Division of the Department of Executive Services and shall be made as soon as practicably possible following approval of this Agreement. This payment will be made to those employees employed at the time the payment is made. For 2007 and thereafter, the payment shall be made in the second paycheck of July to employees who are employed on July 15 of that year.
3. The allowance will be subject to regular tax withholdings as may be required under federal and state law.

4. Staff will be responsible to purchase the footwear and may be subject to discipline for failing to wear this required safety equipment.
5. This Memorandum of Understanding shall be effective upon approval by the King County Council and shall expire July 31, 2010.

**APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_, 2007

By: \_\_\_\_\_  
King County Executive

For: International Federation of Professional & Technical Engineers, Local 17  
(Professional & Technical - Department of Transportation) [046]

\_\_\_\_\_  
Joseph L. McGee, Executive Director

\_\_\_\_\_  
Sean M. Leonard, Union Representative

**Memorandum of Understanding  
By and Between  
King County  
And  
International Federation of Professional & Technical Engineers, Local 17  
(Contract: Section Managers - Departments of: Natural Resources & Parks,  
Transportation)  
Representing Road Services Division Employees  
Within the Department of Transportation**

**RE: Boot Allowance**

**Whereas**, the Road Services Division's Safety Committee, convened pursuant to the Washington Administrative Code Section 296-800-130, has representatives from bargaining units of Road Services employees; and

**Whereas**, Road Services field staff are required by state worker safety regulations to wear either "protective" (*i.e.*, steel-toed boots) or "substantial" footwear (*i.e.*, leather boots); and

**Whereas**, the Safety Committee has researched the types and costs associated with these footwear requirements and made a unanimous recommendation to the County to adopt a boot allowance, similar to other jurisdictions and other County Road Services employees; and

**Whereas**, the County and the Unions have bargained in good faith regarding this issue, now therefore agree as follows:

1. The County shall identify those Road Services Division staff who are in positions requiring protective or substantial footwear to perform safely their essential job functions.
2. All staff who are identified shall receive an annual payment of ninety dollars (\$90) to be used to purchase the required footwear. The first payment, to reimburse employees for purchases made in 2006, shall be made in consultation with the Finance and Business Operations Division of the Department of Executive Services and shall be made as soon as practicably possible following approval of this Agreement. This payment will be made to those employees employed at the time the payment is made. For 2007 and thereafter, the payment shall be made in the second paycheck of July to employees who are employed on July 15 of that year.
3. The allowance will be subject to regular tax withholdings as may be required under federal and state law.

4. Staff will be responsible to purchase the footwear and may be subject to discipline for failing to wear this required safety equipment.
5. This Memorandum of Understanding shall be effective upon approval by the King County Council and shall expire July 31, 2010.

APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 2007

By: \_\_\_\_\_  
King County Executive

For: International Federation of Professional & Technical Engineers, Local 17  
(Supervisors - Departments of: Natural Resources & Parks, Transportation) [065]

\_\_\_\_\_  
Joseph L. McGee, Executive Director

\_\_\_\_\_  
Ray Goforth, Union Representative

**Memorandum of Understanding**  
**By and Between**  
**King County**  
**And**  
**International Federation of Professional & Technical Engineers, Local 17**  
**(Contract: Supervisors - Departments of: Natural Resources & Parks,**  
**Transportation)**  
**Representing Road Services Division Employees**  
**Within the Department of Transportation**

**RE: Boot Allowance**

**Whereas**, the Road Services Division's Safety Committee, convened pursuant to the Washington Administrative Code Section 296-800-130, has representatives from bargaining units of Road Services employees; and

**Whereas**, Road Services field staff are required by state worker safety regulations to wear either "protective" (*i.e.*, steel-toed boots) or "substantial" footwear (*i.e.*, leather boots); and

**Whereas**, the Safety Committee has researched the types and costs associated with these footwear requirements and made a unanimous recommendation to the County to adopt a boot allowance, similar to other jurisdictions and other County Road Services employees; and

**Whereas**, the County and the Unions have bargained in good faith regarding this issue, now therefore agree as follows:

1. The County shall identify those Road Services Division staff who are in positions requiring protective or substantial footwear to perform safely their essential job functions.
2. All staff who are identified shall receive an annual payment of ninety dollars (\$90) to be used to purchase the required footwear. The first payment, to reimburse employees for purchases made in 2006, shall be made in consultation with the Finance and Business Operations Division of the Department of Executive Services and shall be made as soon as practicably possible following approval of this Agreement. This payment will be made to those employees employed at the time the payment is made. For 2007 and thereafter, the payment shall be made in the second paycheck of July to employees who are employed on July 15 of that year.
3. The allowance will be subject to regular tax withholdings as may be required under federal and state law.

4. Staff will be responsible to purchase the footwear and may be subject to discipline for failing to wear this required safety equipment.
5. This Memorandum of Understanding shall be effective upon approval by the King County Council and shall expire July 31, 2010.

**APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_, 2007

By: \_\_\_\_\_  
King County Executive

For: International Federation of Professional & Technical Engineers, Local 17  
(Supervisors - Departments of: Natural Resources & Parks, Transportation) [065]

\_\_\_\_\_  
Joseph L. McGee, Executive Director

\_\_\_\_\_  
Ray Goforth, Union Representative

**Memorandum of Understanding  
By and Between  
King County  
And  
International Brotherhood of Electrical Workers, Local 77  
Representing Road Services Division Employees  
Within the Department of Transportation**

**RE: Boot Allowance**

**Whereas**, the Road Services Division's Safety Committee, convened pursuant to the Washington Administrative Code Section 296-800-130, has representatives from bargaining units of Road Services employees; and

**Whereas**, Road Services field staff are required by state worker safety regulations to wear either "protective" (*i.e.*, steel-toed boots) or "substantial" footwear (*i.e.*, leather boots); and

**Whereas**, the Safety Committee has researched the types and costs associated with these footwear requirements and made a unanimous recommendation to the County to adopt a boot allowance, similar to other jurisdictions and other County Road Services employees; and

**Whereas**, the County and the Union has bargained in good faith regarding this issue, now therefore agree as follows:

1. The County shall identify those Road Services Division staff who are in positions requiring protective or substantial footwear to perform safely their essential job functions.
2. All staff who are identified shall receive an annual payment of ninety dollars (\$90) to be used to purchase the required footwear. The first payment, to reimburse employees for purchases made in 2006, shall be made in consultation with the Finance and Business Operations Division of the Department of Executive Services and shall be made as soon as practicably possible following approval of this Agreement. This payment will be made to those employees employed at the time the payment is made. For 2007 and thereafter, the payment shall be made in the second paycheck of July to employees who are employed on July 15 of that year.
3. The allowance will be subject to regular tax withholdings as may be required under federal and state law.

4. Staff will be responsible to purchase the footwear and may be subject to discipline for failing to wear this required safety equipment.
5. This Memorandum of Understanding shall be effective upon approval by the King County Council and shall expire July 31, 2010.

APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 2007

By: \_\_\_\_\_  
King County Executive

For: International Brotherhood of Electrical Workers, Local 77

\_\_\_\_\_  
Joe Simpson, Business Representative