

**Letter of Agreement
By and Between
The City of Tacoma and IFPTE, Local 17**

In the interest of providing a flexible basis for the varied working conditions of field personnel covered by the 2004 – 2006 IFPTE Local 17 Agreement, and with recognition that various divisions, work units, and positions within a classification have varying needs, the City of Tacoma and the Union agree to the following regarding clothing.

The circumstances under which the City would consider providing items of clothing to field personnel covered under this contract are:

- the desire to readily identify individuals as employees of the City with certain common items of clothing bearing City logos, etc.; and/or
- the routine need for foul weather gear (raincoats, rain pants and rubber boots) and the need to have such gear readily available; and/or
- the requirement for specialized safety clothing either having no normal uses beyond work or deemed necessary and available at all times.

On an as-needed basis, field personnel may make a request through the appropriate supervisor that foul weather gear be provided.

Certain field personnel may be provided with a uniform, partial uniform (shirt) and/or jacket. All such items shall be provided at the discretion of the appropriate manager or designee who will determine ownership of the item(s). Routine care and upkeep of all items designated as property of the employee shall become the sole responsibility of the employee. Each employee provided clothing in this manner is required to wear such clothing while on duty. Repair or replacement of worn out items shall be made at the discretion of the appropriate manager or designee who shall assess if reasonable care has been taken. Each division or section providing clothing under this provision shall notify affected staff of the manager(s) designated to review requests regarding clothing.

Other items shall be considered city-owned and is for use only during the course of city business. With the exception of uniforms, city-owned items shall be kept in a work vehicle, locker or other storage area and not routinely taken home unless approved by the appropriate manager.

Other issues regarding clothing may be brought to the Labor/Management Committee for discussion and possible resolution.

This Letter of Agreement is entered into by the parties to allow for the handling of requests for articles of clothing. It is not to be used as a precedent with respect to any other contracts for any other Sections or Divisions in any Department represented by this Union or other employees employed by the City of Tacoma and represented by any other Union. This letter of Agreement will expire with the adoption of a successor collective bargaining agreement.

For the City of Tacoma:

Human Resources Director

Date

Director of Utilities

Date

City Manager

Date

For IFPTE, Local 17:

Union Representative

Date

Executive Director

Date