

**IUOE - Stationary Engineers, Local 39
and
County of Solano**

2022 Contract Negotiations

Tentative Agreement

6.16 Uniform Allowance

A. The total annual Uniform Allowance for eligible classifications is as follows:

<u>Class</u>	<u>Maximum</u>
Park Ranger	\$700 - 840
Park Ranger Assistant	\$700 - 840

New employees shall receive payment of the uniform allowance in biweekly payments. For all other employees, effective July 9, 2023, the uniform allowance shall be paid biweekly.

An employee who is absent from work in an unpaid leave status shall not be eligible for the uniform allowance during the pay period that the employee is in an unpaid leave status.

B. Uniforms and Protective Attire Provided

1. Uniforms

a. The County agrees to provide, in the following maximum quantities and at the Department Head's discretion shirts shall be of a quality and color and other specifications as determined by the County.

<u>Class</u>	<u>Maximum</u>
Custodian and Lead Custodian	5 smocks, 5 shirts or T-shirts, & 5 pants*
Groundskeeper	5 shirts & 5 T-shirts, & 5 pants*
<u>Senior Public Works Maintenance Worker/ Public Works Maintenance Worker/Trainee</u>	5 long sleeved shirts (collared or T-shirts, two of which may be sweat shirts) & 5 short sleeved (collared or T-shirts)

2022 Contract Negotiations – Tentative Agreement

Senior Public Works Maintenance Worker	5 long sleeved shirts (collared or T-shirts, two of which may be sweat shirts) & 5 T-shirts)
Building Trades Mechanic	5 shirts & 5 pants*
Stationary Engineers	5 shirts & 5 pants*
Senior Stationary Engineers	5 shirts & 5 pants*
Building Maintenance Assistant	5 shirts & 5 pants*
Cogeneration Industrial Engine Mechanic	5 shirts & 5 pants*

* Employees in the classes of Custodian, Lead Custodian, Groundskeeper, Building Trades Mechanic, Stationary Engineers Building Maintenance Assistant and Cogeneration Industrial Engine Mechanic may opt to receive three (3) pairs of bib-overalls in lieu of receiving the five (5) pairs of pants as specified above. Employees may change their election on a biennial basis.

b. The following classes will be provided one (1) pair of coveralls each:

Building Trades Mechanic
Building Maintenance Assistant
Stationary Engineer
~~Senior Public Works Maintenance Worker~~
~~Public Works Maintenance Worker/Trainee~~
Groundskeeper
Cogeneration Industrial Engine Mechanic

c. The following classes will be provided two (2) pairs of coveralls each:

Senior Public Works Maintenance Worker
Public Works Maintenance Worker/Trainee

ed. Equipment Mechanics, Equipment Mechanic Assistants, Equipment Service Worker, and Equipment Service Worker Attendant (Senior) shall be provided uniforms that are appropriate to their classification. The County shall provide weekly laundry services at no cost to employee. Each employee may elect eleven (11) shirts and eleven (11) pants, or eleven (11) coveralls.

2. Protective Attire

Initials: County BA Union AS Date: 8/29/22

2022 Contract Negotiations – Tentative Agreement

- a. The County agrees to reimburse Public Works Maintenance Worker/Trainee, Groundskeepers, Equipment Mechanics, Park Rangers, Park Ranger Assistants, ~~Storekeepers~~, Stationary Engineers, Building Trade Mechanics, Building Maintenance Assistants, Senior Public Works Maintenance Workers, Senior Stationary Engineer, and Equipment Service Workers, and Cogeneration Industrial Engine Mechanics up to \$360 over a two year period per employee for the purchase and/or repair of safety boots which must be worn at all times while on duty.

Effective July 1, 2023, the amount shall be increased to two hundred fifty dollars (\$250.00) per fiscal year. All unreimbursed amounts shall remain available for reimbursement through the same fiscal year.

- b. Supervisors shall have the authority to issue or purchase gloves for department employees on an as-needed basis. Such determination of need to be made by the Supervisor under the general guidelines provided by the ~~Public Works Operations~~Department's Division Manager.
- c. Upon request, employees in the Custodian classifications shall receive an annual reimbursement of up to \$125 for the purchase of slip resistant shoes. Effective July 1, 2023, the amount shall be increased to one hundred and seventy-five dollars (\$175.00) per fiscal year. All unreimbursed amounts shall remain available for reimbursement through the same fiscal year. Shoe type shall be subject to departmental approval. Once requested, slip-resistant shoes must be worn at all times while on duty.
- d. The County agrees to provide one light and one heavy weight safety jacket to employees in the classes of Public Works Maintenance Worker/Trainees, Lead Public Works Maintenance Worker, Senior Public Works Maintenance Worker, Groundskeeper, and any Building Trades Mechanic assigned to work at the airport. Color and quality to be selected by management following consultation with the employees. The jackets will be replaced on a case-by-case, as needed basis. It is expected that the employees will wear the safety jackets during periods of cool or inclement weather.

3. Conditions

- a. Attire will be replaced when damaged or otherwise unsuitable for use in public on an as-needed basis as determined by the County.

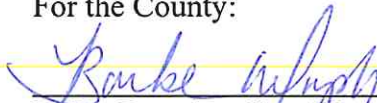
Initials: County BD Union AA Date: 8/29/22

2022 Contract Negotiations – Tentative Agreement

- b. The County will provide suitable identification to be affixed to the uniform by the employee.
- c. Administrative regulations dealing with the initial purchase and administration of the program will be determined by the appropriate departments.

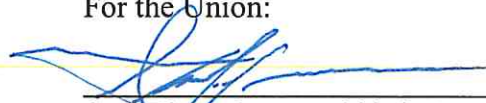
The County and the Union reached tentative agreement on Monday, August 29, 2022.

For the County:



Burke Dunphy, Chief Negotiator

For the Union:



Stan Eichenberger, Chief Negotiator

Initials: County BD Union SE Date: 8/29/22