

**MEMORANDUM OF AGREEMENT**

**By and Between**

**CITY OF AUBURN**

**And**

**TEAMSTERS LOCAL UNION NO. 117**

**Affiliated with the  
International Brotherhood of Teamsters**

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**Re: Uniforms**

This Memorandum of Agreement (MOA), made effective on the date of signature of this MOU, is entered into by and between Teamsters Local Union No. 117 (Union) and the City of Auburn (the City), referred to herein collectively as the Parties. Both parties agree to amend the current Collective Bargaining Agreement (CBA), Article 25, as follows:

**Article 25**

**UNIFORMS**

The City agrees to furnish uniforms and coveralls using a quartermaster system (replaced on an as needed basis as determined by the supervisor/division manager). M&O, Parks Maintenance and Administration employees will be furnished with five (5) T-shirts, two (2) safety T-shirts, three (3) mid-weight sweatshirts, two (2) coveralls, one (1) coat, and a baseball cap. All supplied uniforms will have City-approved logos and are required to be the top clothing layer worn by the employee while at work.

The City will also pay up to one hundred fifty dollars (\$150.00) per year per employee to purchase work pants from a vendor selected by the City. This purchase will be conducted annually during the months of February and March.

New, regular, full-time employees will receive two hundred dollars (\$200.00) for a new pair of safety boots upon hire. All employees shall be entitled up to a maximum of two hundred dollars (\$200.00), once per year, for safety boots, thereafter. The City will provide the two hundred dollar (\$200.00) dollar amount to employees for safety boots on the employee's paycheck.

Except as expressly amended herein, all other provisions of the January 1, 2020, through December 31, 2022, collective bargaining agreement between the City of Auburn and Teamsters Union Local No. 117 remain in effect.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2020, at Auburn, Washington

**CITY OF AUBURN**

**TEAMSTERS LOCAL UNION  
NO. 117, IBT**

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**CANDIS MARTINSON**  
Director, Human Resources &  
Risk Management

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**JOHN SCEARCY**  
Secretary-Treasurer

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**Date**

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**Date**