

Letter of Understanding and Agreement

Clothing, Uniforms, and Safe Work Attire

This LOA serves as a formal understanding between the City of Springfield and AFSCME Local 1148 regarding the dress attire requirements for its membership, including uniform requirements and safe work attire. The parties acknowledge the importance of ensuring that all employees have appropriate and safe attire while performing their duties.

To this end, both parties agree to work collaboratively through joint labor-management meetings to reach an agreement on the dress attire requirements. These discussions will focus on ensuring that the attire is suitable for the work environment, promotes safety, and meets the operational needs of the organization.

Additionally, the parties recognize that the city will purchase jeans, some shirts, and jackets for employees on or after July 1, 2024. It is important to note that these purchases will necessitate IRS tax obligations for the employees once they are acquired. Employees will be informed about these tax implications and any necessary steps they need to take to comply with IRS requirements.

For the City

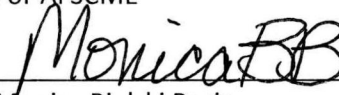


Brian Conlon
DPW Operations Director

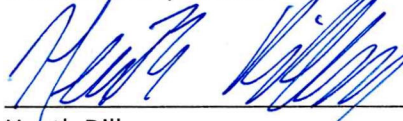


Chaim Hertz
Human Resources Director

For AFSCME



Monica Bielski Boris
Council 75 Representative



Heath Dilley
Local 1148 President