

MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF ST PAUL
AND
AFSCME CLERICAL, LOCAL 2508

This Memorandum of Agreement (hereinafter "MOA") is entered by the City of Saint Paul (hereinafter "City") and AFSCME Clerical, Local 2508 (hereinafter "the Union") in order to provide a shoe allowance for Zookeepers at Como Park Zoo & Conservatory.

The parties agree:

1. The allowance program will allow employees to obtain the boots needed for their positions without having to come out of pocket and wait for reimbursement.
2. Zookeepers will be given an allowance in the amount of \$175 annually for boots.
3. The allowance amount will be as follows:
 - a. The Employer agrees to pay \$175.00 towards a shoe allowance for each employee who is a member of this Unit as of January 1 of each year.
 - b. Employees not on the payroll as of January 1 of each year will receive no allowance until the following January 1.
4. This MOA sets no precedent and is not applicable to any other classifications in the bargaining units.
5. The MOA shall become effective January 1, 2023 and shall expire December 31, 2025
6. This MOA does not include rubber boots, waders, or other foot related PPE historically provided by the Zoo. The Zoo and Conservatory division will continue to provide these tools/PPE as has been past practice.

FOR THE CITY:

 10/2/2023
Toni Newborn Date
Human Resources Director

FOR THE UNION:

 9.21.23
Jennifer Guertin, President Date
AFSCME Council 5, Local 2508

 9/21/23
Dane Ryan, Field Representative Date
AFSCME Council 5