

### MEMORANDUM OF AGREEMENT

Between


**U.S. Army Garrison, Fort Sam Houston, Texas**

And

**Laborers' International Union of North America (LIUNA), Local 28**


1. The U.S. Army Garrison, Fort Sam Houston, Texas (hereinafter referred to as the "Employer"), and LIUNA Local 28 (hereinafter referred to as the "Union") agree to the following will serve to supplement the provisions of Article 27, Safety and Health, Section 7, of the collective bargaining agreement between the Employer and the Union, dated July 8, 1997.
2. In accordance with Article 27, Section 7.a., safety equipment and protective devices and clothing will be provided to employees as needed and prescribed by applicable directives and regulations. This includes the provision of frames, lenses, and safety shields.
3. For purposes of uniform, equitable treatment of such matters within the purview of the Employer within the appropriated fund work force, the Employer and Union agree that that an Amount, up to but not exceeding \$190.00 is the dollar limit for which the Employer will be responsible for the purchase of prescription safety glasses required by employees in positions requiring use of such equipment. If the Employee decides to upgrade his/her safety glasses, the expense for the upgrade, in excess of the \$190.00 cap will be responsibility of each Employee.
4. This MOA will become effective upon the affixing of the last signature and date on the MOA.

FOR THE EMPLOYER:

  
 MICHAEL D. WALDROP  
 Deputy to the Garrison Commander

26 April 07  
 DATE

FOR THE UNION:

  
 JIM HEWITT  
 President, LIUNA Local 28

4-26-07  
 DATE