

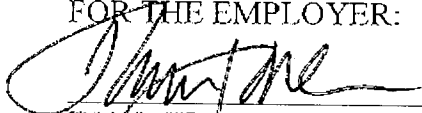
MEMORANDUM OF UNDERSTANDING
BETWEEN BROOKE ARMY MEDICAL CENTER AND AMERICAN FEDERATION
OF GOVERNMENT EMPLOYEES, LOCAL 1004

SUBJECT: Safety Shoes

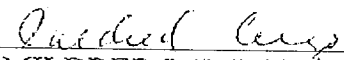
1. This memorandum of understanding (MOU) is intended to replace the current wording of Article 34 Section 34-5d of the current collective bargaining agreement (CBA) between Brook Army Medical Center (BAMC) and American Federation of Government Employees (AFGE), Local 1004, with the following:

Management will request, through Property Management Section, Logistics Division, the purchase of safety shoes/boots as needed for new personnel and for replacement due to wear and tear. A ceiling of \$200 is established for all purchase footwear. Once footwear becomes worn and an employee feels unsafe, the footwear should be taken to the first line supervisor for a determination. If question should arise, as to safety requirements, the BAMC Safety Officer should be contacted for a final determination and the decision should be formally given to the first line supervisor, employee, and Union President for record purposes. Shoes determined unsafe and which are replaced may be retained by the employee. Replaced safety shoes/boots are not authorized for continued work related use.

FOR THE EMPLOYER:


TAMMIE JONES, MAJ
Executive Officer, BAMC
DATE:

FOR THE UNION:


MILDRED I. "Mikki" LUGO
President, AFGE Local 1004
DATE: