

**LETTER OF AGREEMENT
Between The
MUNICIPALITY OF ANCHORAGE (MOA)
And The
PUBLIC EMPLOYEES, LOCAL 71 (Local 71)**

Subject: Safety Footwear Allowance for Seasonal Employees

This Letter of Agreement (LOA) is between the Municipality of Anchorage (MOA) and the Public Employees, Local 71 (Local 71). The MOA and the Local 71 are parties to a recently negotiated Collective Bargaining Agreement (CBA).

The LOA amends the CBA language in Article 8.5.B to provide a footwear allowance to seasonal employees, as provided in Article 2.15.I. Current CBA language in Article 8.5.B conflicts with language in Article 2.15.I. Based on this Agreement, Article 8.5.B is amended as follows:

Article 8.5 Uniforms, Special Clothing, And Required Safety Footwear

- B. Effective January 1 of each calendar year of this Agreement, each regular employee active as of January 1 and required by the MOA based on the nature of the work to wear safety footwear, shall be provided a footwear allowance of one hundred dollars (\$100) in the first full pay period of each calendar year. Seasonal employees are ~~not eligible for the footwear allowance, as provided in Article 2.15.I.~~ Employees who are hired after January 1 shall receive a footwear allowance as follows:
1. Regular employees hired during the first quarter of the year shall receive a footwear allowance of one hundred dollars (\$100) which will be included with their first pay check.
 2. Employees hired in the second quarter of the year shall receive a footwear allowance of seventy five dollars (\$75) which will be included with their first pay check.
 3. Employees hired in the third quarter of the year shall receive a footwear allowance of fifty dollars (\$50) which will be included with their first pay check.
 4. Employees hired in the fourth quarter of the year shall receive a footwear allowance of twenty-five dollars (\$25) which will be included with their first pay check

The parties agree this Agreement modifies the provision of the current CBA at Article 8.5.B only.

This LOA represents the entire agreement between the parties on this issue. Any other written or oral compromise, agreement or representation not specifically included shall be null and void, without effect.

No other term, article or section of the L71 CBA is affected by this LOA.

Pursuant to AMC 3.70.130D., each and every collective bargaining contract, agreement, modification, written interpretation, or other change, alteration or amendment, no matter how denominated, shall include a summary of requirements and remedial provisions, and the certification under oath or affirmation by each duly authorized representative signing on behalf of a party. The duly authorized representatives, on behalf of the parties to this agreement, hereby affirm and certify as follows:

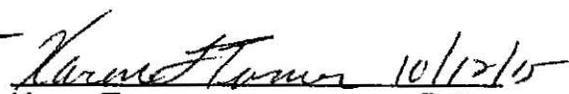
- A. This LOA complies with Anchorage Municipal Code section (AMC) 3.70.130.
- B. AMC 3.70.130 requires Assembly approval of all modifications and amendments, no matter how denominated.
- C. Absent Assembly approval as required by AMC 3.70.130, any modification or amendment, no matter how denominated, shall be deemed null and void, and any payments made shall be recoverable by the Municipality.
- D. Absent Assembly approval as required by AMC 3.70.130, written clarifications and interpretations within the definition of "administrative letter" are invalid.
- E. AMC 3.70.010 prohibits the use of administrative letters to vary the explicit terms of a labor agreement.
- F. Intentional actions in violation of AMC 3.70.130 are subject to fines and penalties under AMC 1.45.010.
- G. Remedial actions: In the event the provisions of AMC 3.70.130 are violated by administrative action, any labor agreement, agreement, modification, written interpretation, or other change, alteration or amendment, no matter how denominated, shall be null and void with no force or effect.

IN WITNESS WHEREOF, this LOA is entered into freely and voluntarily by the signatures of the parties below.

AGREED TO AND SIGNED FOR BY:

For Local 71:

For MOA:



Dennis Mogen
Business Manager/Secretary Treasurer

Karen Turner
Employee Relations Director

Date

Date