

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE STATE OF WASHINGTON  
AND  
WASHINGTON FEDERATION OF STATE EMPLOYEES**

DSHS is opening a new facility – Olympic Heritage Behavioral Health. To provide consistency within existing provisions that apply to DSHS BHA facilities contained in this collective bargaining agreement the parties agree to modify Article 21, Section 21.5 as follows:

**21.5 Safety Footwear**

The Employer will determine the employees that are required to wear safety footwear as essential Personal Protective Equipment (PPE).

A Those employees in the following agencies will receive a biennial allowance of \$two hundred twenty-five dollars (\$225.00) to be used for the purchase or repair of safety footwear in accordance with agency policy ANSI/OSHA standards and shall include, but not be limited to laces, toe-guards, insoles, and waterproofing.

- Ecology
- Department of Agriculture
- Department of Children, Youth, and Families (Maintenance Operations Division)
- Department of Enterprise Services
- Department of Fish and Wildlife
- Department of Social and Health Services –Maintenance Operations Division
- Department of Social and Health Services – Eastern State Hospital
- Department of Social and Health Services – Western State Hospital
- Department of Social and Health Services – Olympic Heritage Behavioral Health Facility

- Labor and Industries
- Secretary of State
- Utilities and Transportation Commission
- Department of Veteran Affairs (classes listed in Appendix XXXDVA)

B. Those employees in the following agencies will receive a biennial allowance of \$225 ~~300.00~~ per pair to be used for the purchase or repair of safety footwear in accordance with ANSI/OSHA standards and shall include, but not be limited to laces, toe-guards, insoles, and waterproofing.

- Department of Transportation

Agencies with policies or practices that allow a higher allowance are grandfathered for those allowance levels. The process for purchasing safety footwear will follow agency policy or practice. The appointing authority or designee may authorize additional safety footwear allowance should boots be damaged or worn out before the next allowance is authorized.

**This MOU is effective September 1, 2023 through June 29, 2025**

**Dated:**

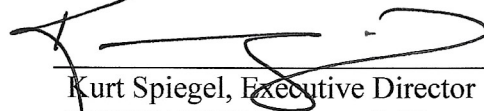
For the Employer



---

Scott Lyders,  
Senior Labor Negotiator

For the Union



---

Kurt Spiegel, Executive Director  
WFSE/AFSCME Council 28