

Letter of Agreement
2021-2025 ESP Contract

As a result of discussion between Lake Superior State University (University) and Educational Support Personnel MEA/NEA (Union), regarding “Section 50. Uniforms, numbers 2, 3, 5 and 6”, the parties hereby without precedent agree to amend Section 50, Numbers 2, 3, 5 and 6 for the purpose of providing foot wear.

In the 2021-2025 contract Section 50 Uniforms, Numbers 2, 3, 5 and 6 state the following:

“One pair of safety work shoes/boots will be provided annually by the University.”

Both parties agree to add language to Section 50, Numbers 2, 3, 5 and 6 for the Fiscal Year 2023 as follows:

“The University will reimburse employees up to \$125.00 for the purchase of safety shoes/boots for the Fiscal Year 2024. Employees will have to submit a receipt along with information that safety shoes/boots meet the requirements set by the University. Reimbursement will be via payroll and applicable tax deductions will apply.”

Safety shoes/boots must meet the criteria below:

Facilities Attendants, Trades & Central Heating Plant

- Slip & Oil Resistant
- Waterproof
- Meet ASTM F2413 Standards

Electrician

- Slip & Oil Resistant
- Waterproof
- Electrical Hazard Protection
- Meet ASTM F2413 Standards

Grounds & Rink Crew

- Slip & Oil Resistant
- Waterproof
- Insulated
- Meet ASTM F2413 Standards

Public Safety

- Color-Black
- Tactical Boots

FOR THE UNIVERSITY

Kate Berger

7/7/23
DATE

FOR THE UNION

Anna Wilson

7/7/23
DATE