MOU between Frostburg State University (FSU) and the American Federation of State, County, and Municipal Employees (AFSCME)
July 1, 2018 through June 30, 2019
Re: Article 24. Health and Safety, Section 24.7. Personal Protective Clothing and Equipment

Effective July 1, 2018, the Employer shall provide a stipend in the amount of $70 per fiscal year for each employee in the listed USM job for the purchase of an approved work shoe/boots. (See Article 24.7). In accordance with the afore-referenced article, the University has determined that the following guidelines shall apply to this benefit:

1. This payment is in the form of an annual stipend and submission of a receipt of purchase is not required.
2. Employees must ensure that the shoes chosen for work suit their specific work environment, the tasks performed, and the types of potential contaminants encountered.
3. While “safety shoes” are not required, the following sections detail approved and prohibited footwear for reimbursement purposes:

   a. Approved footwear:
      i. Closed-toe shoes must be worn at all times.
      ii. Shoes must provide safe, secure footing and offer protection from hazards in the work area.
      iii. Shoes should have a flexible, cushioned sole, support and grip the heel, and be comfortable to wear throughout a shift.
      iv. The sole tread of the shoe should be suited to likely “contaminants” (cleaners, waxes, paint, etc.) without the tread becoming clogged.
      v. Shoes should **must** be slip-resistant on both wet and dry areas and have a well-defined tread pattern.

   b. Not approved footwear:
      i. Slippers.
      ii. Canvas tennis shoes – (ex. Keds, Converse, etc.)
      iii. Flip Flops.
      iv. High heels.
      v. Sports sandals.

4. Failure to wear appropriate footwear, as detailed above, may result in disciplinary action.

   *As always, keep safety first when selecting footwear.*