

**Memorandum of Understanding (MOU)**  
Between Intercity Transit and IAM, Lodge 160  
New Safety Shoe Allowance for Coach Technicians

Current Language, as per MOU (New Definition for Safety Shoe) dated January 9, 2025:

**ARTICLE 20 - PERSONAL TOOLS AND WORK CLOTHES**

**Section 20.2** Safety Shoes. Employees will receive \$225.00 per year for the purchase of slip resistant (SR), electrical hazard (EH), and protective-toed safety shoes. Employees will receive a Safety Shoe Allowance in the first full pay period of each year of the current labor agreement. New employees will receive an amount pro-rated based on the remaining portion of the calendar year on the first full pay period following their first day of employment.

On January 9, 2025, the Union and Intercity Transit agreed to the above language changes to Article 20. We made the above changes to include the safety shoe PPE required for the anticipated alternative fuel vehicles.

Since signing this MOU and after additional research into NFPA 70E, it became clear a second set of safety shoes/boots will be needed when working on the new hydrogen cell fuel buses and current hybrid-diesel buses. This second set of safety shoes will only be worn while working on high voltage electrical coaches. These safety shoes need to be clean and not contaminated by petroleum products, which can be conductive and should be EH, SR, leather, safety toe boots that fit well.

Given the need for a second set of safety shoes/boots, current **Coach Technician will receive a one-time additional safety shoe allowance of \$225.00**, paid the pay period following the signing of this MOU. We will work to identify Coach Technicians who have already received their second set of safety shoes/boots and provide them the difference between the purchase price and this allowance.

Additionally, through December 31, 2025, those hired into a Coach Technician position will receive \$225.00 within 30 days of their hire date specifically for working on high voltage electrical systems on buses coaches; any other allowances will be paid as outlined in the current CBA.

Also, for information purposes, a PPE “Kit” will be prepared for each Coach Technician that will be supplied by Cintas. Cintas will launder and test each part of the kit, and if there are any issues they will replace the item with new.

Kit Content:

- Helmet
- Face shield
- Coveralls
- Gloves (cotton, rubber, leather)
- Undershirt (Note: A Technician will need to provide any other undergarments desired, and those must be made from natural fibers.)

Date: 9/22/2025

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Signed by:

*Emily Bergkamp*

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For Intercity Transit

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*Eric Collins*

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For IAM, Lodge 160