SUPPLEMENTAL AGREEMENT  
Safety-Toe Footwear Allowance  
Section 46 – Working Conditions and Safety  
Bargaining Units 1 & 10

This Supplemental Agreement is entered into on this 5th of September 2017 by and between the State of Hawai‘i, the Hawai‘i Health Systems Corporation, the Judiciary, the University of Hawai‘i and the Department of Education ("EMPLOYER"), and the United Public Workers, AFSCME, Local 646, AFL-CIO ("UNION") on behalf of employees in Bargaining Units 1 and 10.

WHEREAS, employees currently purchase required safety-toe footwear utilizing the processes and procedures identified in 1) the Safety-Toe Shoes Policy and Purchasing Guidelines (dated January 1, 1997), 2) the Memorandum of Agreement on Section 46.03 (dated December 19, 1996) and 3) Section 46.04 of the Bargaining Unit (BU) 1 and 10 collective bargaining agreements;

WHEREAS, the Safety-Toe Footwear Policy and Purchasing Guidelines (dated January 1, 1997) shall remain the interim policy until an updated Policy and Purchasing Guidelines are developed; and

WHEREAS, the allowances provided to employees for the purchase of safety-toe footwear have not been updated since January 1, 1997.

NOW THEREFORE, the EMPLOYER and the UNION mutually agree to the following:

1. The Employer shall provide funding to employees who are required to purchase (pursuant to Section 46.03) or replace (pursuant to Sections 46.04 e and 46.04 f) safety-toe footwear to perform their official work duties, shall utilize the applicable allowances identified in Attachment A.

2. Within the next twelve (12) months, the Employer will adopt a process enabling employees to more expeditiously purchase the safety-toe footwear required to perform their official work duties.

3. The process referred to in Item #2 above will incorporate a periodic review of safety-toe footwear prices to ensure the allowances provided to employees are sufficient to purchase safety-toe footwear as required by the Employer.

4. The Employer shall pay up to the applicable allowance for each LEVEL of safety-toe footwear (See Attachment A) as listed below. If the actual cost of the safety-toe footwear exceeds the applicable allowance, employees shall be responsible for the cost in excess of the applicable allowance.
the event the actual cost of the safety-toe footwear is less than the applicable allowance, the Employer shall pay for the actual cost of such footwear.

<table>
<thead>
<tr>
<th>Level</th>
<th>Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1</td>
<td>$131.00</td>
</tr>
<tr>
<td>Level 2</td>
<td>$164.00</td>
</tr>
<tr>
<td>Level 3</td>
<td>$200.00</td>
</tr>
</tbody>
</table>

5. Any jurisdiction (included in the EMPLOYER as defined above) can independently develop a safety-toe footwear process as specified in Items #2 and #3 above prior to the expiration of this SUPPLEMENTAL AGREEMENT. The implementation of such jurisdiction specific processes will exempt that jurisdiction's employees from the terms identified in this SUPPLEMENTAL AGREEMENT. The jurisdiction shall provide sufficient notice to the UNION prior to implementation.

6. The allowances established through any revised safety-toe footwear process may be less than the safety-toe footwear allowances listed in Item #4 above.

7. The EMPLOYER and the UNION agree to meet jointly to resolve any unanticipated issues that may arise regarding this SUPPLEMENTAL AGREEMENT.

This SUPPLEMENTAL AGREEMENT shall be effective from September 1, 2017 to and including August 31, 2018.

In WITNESS WHEREOF, the parties hereto, by their authorized representatives, have executed this SUPPLEMENTAL AGREEMENT on the date specified above.

FOR THE EMPLOYER:

[Signature]
James K. Nishimoto
Date
Director - Department of Human Resources Development

[Signature]
Juanita Lauti
Date
Director - Hawai'i Health Systems Corporation

FOR THE UNION:

[Signature]
Dayton M. Nakanelua
Date
State Director
United Public Workers
Supplemental Agreement
Safety-Toe Footwear Allowance
Bargaining Units 1 & 10
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Dee Wakabayashi  
Aug 31, 2017
Director – Judiciary

Barbara Krieg  9/5/17
Assistant Superintendent – Department of Education

David Lassner  9/5/17
President – University of Hawai‘i

APPROVED AS TO FORM:

[Signature]
Deputy Attorney General
# SAFETY TOE FOOTWEAR ALLOWANCE MATRIX

<table>
<thead>
<tr>
<th>ALLOWANCE LEVELS</th>
<th>FOOT PROTECTION &amp; SHOE FEATURES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allowance Amount</td>
<td>Abrasion Resistant</td>
</tr>
<tr>
<td>Level 1</td>
<td>$131</td>
</tr>
<tr>
<td>Level 2</td>
<td>$164</td>
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