



MEMORANDUM OF UNDERSTANDING

-between-

ACADEMIC ADMINISTRATIVE PERSONNEL FEDERATION

-and-

COUNTY COLLEGE OF MORRIS

-for-

SAFETY EQUIPMENT, SHOE DISTRIBUTION, and UNIFORMS

PARTIES

The parties to this Memorandum of Understanding (hereinafter referred to as “MOU”) are the Academic Administrative Personnel Federation (AAPF) and the County College of Morris (College).

PURPOSE

The purpose of this MOU is to have the College provide annual work shoe and/or uniform shoe replacement which meets the College’s Safety standards. As safety needs arise due to unprecedented conditions or job responsibilities, this MOU should not only include these positions but not be limited to these positions. The parties will meet to discuss other positions as applicable.

SAFETY EQUIPMENT

- A. **SHOE DISTRIBUTION** - The College shall provide employees with an annual or bi-annual work shoe and/or uniform shoe replacement which meets the College’s Safety standards. Each employee in the positions listed below shall be required to wear the appropriate footwear when they are performing their job duties. Failure to wear the appropriate footwear required for duty may result in an employee being sent from their worksite until such time as they return with the appropriate work or uniform shoes. The employee will not be paid for the time they are required to leave and return to the worksite with the appropriate footwear.

For the safety of employees who have medical concerns related to the wearing of college provided footwear, suitable substitution of safety footwear may be made with the college authorized vendor. Such a substitution is contingent upon the College’s receipt of medical documentation specifying the need and must meet the College’s safety standards.

The following AAPF positions, included but not limited to, shall be eligible for Shoe Distribution:

- Assistant Director, Public Safety

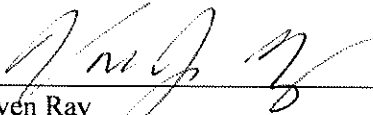
- Electrical Systems Supervisor
- Evening Custodial Supervisor
- Lab Coordinator, ETES
- Public Safety Sergeant
- Supervisor, Grounds and Custodial
- Supervisor, Printing Services
- Supervisor, Receiving and Distribution
- Theater Technician

B. **UNIFORMS** - The College shall initially provide full-time employees in the below listed titles with (3) long and (3) short sleeve uniform shirts, (3) pants, (1) winter jacket, (1) raincoat, (1) fitted sweater and (1) turtleneck sweater. These uniforms will remain the property of the College. Replacement clothing will be provided based upon need. Upon termination of employment, it is the responsibility of the employee to return all clothing provided or paid for by the College. The following positions shall be eligible for these uniforms:

- Assistant Director, Public Safety
- Public Safety Sergeant

C. **SNOW GEAR** – The college will have a supply of ten sets of coverall outerwear for use of employees assigned to snow removal duty.

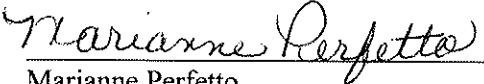
The effective date of this MOU is the date of the signature last affixed to this page.



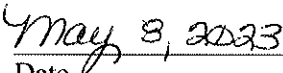
 Vivyen Ray
 Vice President, Human Resources & Labor Relations



 Date



 Marianne Perfetto
 President, AAPF



 Date