

Memorandum of Understanding  
Uniform Allowance in 2020-21

WHEREAS, Section 7.11, Subd.3 of the 2019-2021 Agreement between Independent School District #256 ("School District") and Red Wing Cooks' Association ("Association") states in part "Each fiscal year (July 1-June 30), the School District will pay each employee \$125 toward the cost of shoes and pants;"

WHEREAS, most food service workers are required to work outdoors during COVID;

WHEREAS, the outdoor work necessitates use of clothing appropriate for winter weather;

WHEREAS, food service workers did not anticipate working outdoors when applying for positions within the School District; and

WHEREAS, the School District and Association desire to increase the uniform allowance for the 2020-21 school year.

NOW, THEREFORE, the parties agree to the following:

1. The uniform allowance for the 2020-21 school year will increase by \$125 to \$250 for each food service worker;
2. The uniform allowance is a one-time increase solely for the 2020-21 school year;
3. The parties agree that the \$125 uniform allowance is assumed for subsequent agreements unless negotiated otherwise; and
4. This Memorandum of Understanding will not affect any other terms or conditions of the current contract, will not be construed as an admission of liability by any party, and will not be used as evidence of any past practice or precedent with respect to uniform allowances in subsequent agreements.

FOR THE ASSOCIATION

FOR THE SCHOOL DISTRICT:

\_\_\_\_\_  
President

\_\_\_\_\_  
School Board Chair

Dated this \_\_\_\_ day of

Dated this \_\_\_\_ day of

\_\_\_\_\_, 2021.

\_\_\_\_\_, 2021.