

**SIDE LETTER AGREEMENT  
BETWEEN THE  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1245  
AND  
THE CITY OF ROSEVILLE  
RELATED TO THE PURCHASE OF CERTAIN SAFETY BOOTS**

The City of Roseville (hereinafter referred to as “City”) and the International Brotherhood of Electrical Workers, Local 1245 (hereinafter referred to as “Local 1245”) entered into a Memorandum of Understanding (“MOU”) with a term beginning on May 1, 2022, and terminating on April 30, 2026. The City and Local 1245 are collectively referred to herein as the “Parties.”

Background and Overview

The Parties hereby agree to the terms of this Side Letter Agreement (“SLA”) as a result of a recent review of an Electric Department safety consultant and concerning Cal/OSHA Title 8, Section 3385 (Foot Protection). Specifically, the nature of our work on electrical facilities requires footwear that is both ASTM-rated for crush resistance and EH (Electrical Hazard) rated. We want to ensure our equipment meets these standards for mitigating risks from falling objects and accidental contact with energized circuits. The consultant cited the following requirements under Title 8, §3385:

*“(a) Appropriate foot protection shall be required for employees who are exposed to foot injuries from electrical hazards, hot, corrosive, poisonous substances, falling objects, crushing or penetrating actions, which may cause injuries or who are required to work in abnormally wet locations.”*

To clarify why this is now a mandatory requirement for our field staff, our work involves constant exposure to the following hazards:

1. Falling Objects: Handling heavy transformers, switchgear components, and tools that pose a significant risk of dropping onto feet.
2. Crushing Actions: Working near heavy equipment, material handling carts, and vehicle operations.
3. Penetrating Actions: Frequent exposure to sharp debris or metal scraps common in utility construction and maintenance.
4. Electrical Hazards: High-voltage environments where secondary electrical shock resistance is a critical life-safety requirement.

The Parties agree that the cost of quality safety boots has increased significantly. The Electric Department is required to ensure all IBEW employees possess boots with the specific ASTM F2413 EH safety ratings required. In addition, in the Environmental Utilities Department employees in the classes of Preventative Maintenance Technician, Predictive Maintenance Technician, Instrument and Control Technician, Senior Instrument and Control Technician, and Senior Preventative Maintenance Technician are required to wear boots with the EH safety rating. **To ensure proper safety boots and department compliance with OSHA, and in consideration of the higher cost of these specific safety-rated boots, effective March 24, 2026, the parties mutually agree to modify the amount of reimbursement allowed for Electric Department IBEW employees to be \$325 for Safety Boots that meet the OSHA crush resistance and EH rating requirement, for Safety Boots purchased**

**after the March 24, 2026, effective date.** The Parties mutually agree to apply this higher amount for these reasons in the subsequent MOU concerning these specific types of boots, and if boots are purchased as a result of this SLA, a subsequent reimbursement for new boots or maintenance (e.g., sole replacement) may not be requested under the successor IBEW MOU, until replacement of the boots/soles are necessary. For replacement, the employee's boots must be evaluated by their supervisor/manager, or as determined in the department, and a determination made that replacement is safety-necessary. For clarity of intent, this SLA is not intended to result in the purchase/reimbursement for a second pair of EH rated safety boots after implementation of a successor MOU with this same updated boot allowance amount.

The specific provisions contained in this SLA are intended to supersede any previous agreements, whether oral or written, regarding the matters contained in this SLA.


The Parties have satisfied their obligations to meet and confer in good faith in accordance with the Meyers-Milius-Brown Act ("MMBA").

Except as provided here, all wages, hours, and other terms and conditions of employment presently in the City's MOU and SLAs with the ~~IBEW~~ remain in full force and effect.

Date: 3/25/2026

  
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IBEW, LOCAL 1245

Date: 3/25/26

  
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CITY OF ROSEVILLE