

**APPENDIX A**

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN  
WASHINGTON STATE UNIVERSITY  
AND  
IUOE Local 280**

University agrees to provide a cold weather station for Steam Plant employees, consisting of at minimum three sets of cold weather bib overalls and three coats in a variety of sizes for employee usage. University agrees to provide laundering facilities for employee usage. Employees are responsible for maintaining clothing. Bib overalls and coats are to remain on site.

University agrees to provide coveralls to employees upon request during other months, in which the employees agree to maintain coveralls and clothing is to remain on site.