

Memorandum of Understanding
Between the Dedham School Committee and the American Federation of State, County and
Municipal Employees, Council 93, AFL-CIO, Dedham School Custodians

March 13, 2017

This Memorandum of Understanding is entered into by and between the Dedham School Committee (“the Committee”) and the Dedham School Custodians Association (“the Association,” and together, “the Parties”).

WHEREAS, the Committee and the Association are parties to a collective bargaining agreement which is in effect from the period of July 1, 2015 through June 30, 2017; and,

WHEREAS, representatives of the Parties have discussed adding two temporary foremen positions and reorganizing some existing custodial staff until a new contract is ratified; and,

WHEREAS, the Parties have reached agreement on the two (2) new temporary foremen positions and the changing of additional custodial employees to new assignments as needed, and wish to implement their agreement on this issue immediately, in accordance with the following terms, which shall be implemented in any successor collective bargaining agreement;

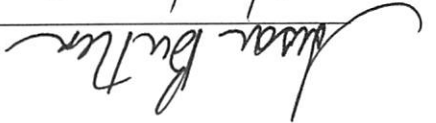
NOW THEREFORE, the Parties hereby agree as follows:

1. Notwithstanding any prior agreements, contractual provisions, or past practices between the parties, two (2) new interim foremen positions will be created immediately. The titles of the positions will be Trades Supervisor and Facilities Operations Supervisor.
2. The Committee will be responsible for appointing existing two (2) unit members to these temporary positions. The Committee will also be responsible for promoting an existing unit member to the Senior Custodian position, should it become vacant, and assigning an existing custodian at the High School to a lunch room shift, if that is needed.
3. The two (2) unit members who are appointed to serve in these two new temporary positions will be paid a 9% stipend, which shall be based upon the member’s current base salary not including overtime, for time spent in the position.
4. Agreed upon job descriptions for these interim positions are attached hereto.
5. This Memorandum will expire upon the ratification of a new collective bargaining agreement between the parties. These temporary positions and any other changes that resulted from this Memorandum will expire at that time as well.
6. This Memorandum is subject to the ratification of the membership of both the Association and the Committee, and the changes expressed in Paragraphs 1-5 shall become effective as of full ratification of this Agreement.

WHEREFORE, intending to be bound, the Parties have executed this Memorandum as of the date set forth below.

(please sign and print)


FOR THE DEDHAM SCHOOL COMMITTEE:



3/30/2017

Date:

FOR THE DEDHAM SCHOOL CUSTODIANS ASSOCIATION:



Date: 3-28-2017

980009v1