

CONTRACT BETWEEN

THE WRENTHAM SCHOOL COMMITTEE,
TOWN OF WRENTHAM, MASSACHUSETTS

AND

UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING,
ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL
UNION, AFL-CIO-CLC on behalf of its LOCAL UNION 9517-13

JULY 1, 2025-JUNE 30, 2028

AGREEMENT

This agreement entered into by and between the Wrentham School Committee, Town of Wrentham, State of Massachusetts, or its successors or assigns, hereinafter called the "Committee" and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO-CLC on behalf of its Local Union 9517-13, hereinafter called the "Union."

WITNESSED

WHEREAS, it is the intent and purpose of the parties hereto by the consummation of the agreement to establish harmonious relations, to promote mutual cooperation and understanding, to formulate rules to govern the relationship between the Committee and its employees named herein to their mutual benefit and to facilitate the orderly adjustment of grievances as hereinafter, which may arise from time to time.

NOW, THEREFORE, the parties agree as follows:

ARTICLE I – RECOGNITION

Section 1.

Subject to any applicable provision of State or Federal law or regulation now and hereafter, in effect, the Committee recognizes the Union as the exclusive representation of all employees in the unit hereinafter described for the purpose of collective bargaining with respect to rates of pay, wages, hours of work and other conditions of employment. For the purpose of this agreement, the unit appropriate for collective bargaining is as follows:

“ALL CUSTODIANS” (Including Custodial Maintenance and Leadmen)

The leadmen do not have the authority to hire, terminate or discipline custodians. One leadman will be assigned to the day shift and one leadman will be assigned to the evening shift.

The parties agree to the creation of a Facilities Manager position. The Facilities Manager shall be a working supervisor and shall be excluded from the bargaining unit. The Facilities Manager may continue to perform bargaining unit work consistent with present practice. Except in emergency circumstances, the Facilities Manager shall not increase the amount of bargaining unit work performed, including during any periods of custodian layoffs.

Section 2.

It is agreed and understood that the above certification acknowledges and satisfies the representative rights of the Union as the sole and exclusive bargaining agent for the above defined employees, who, employed by the School Department may be engaged in custodian work at the Wrentham Elementary Schools, Town of Wrentham, Massachusetts.

Section 3.

This agreement is a complete agreement between the parties covering wages, hours, and conditions of employment. The Parties hereto agree that the relations between them shall be governed by the terms of this agreement only. No prior arrangement, oral or written, shall be controlling or in any way affect the relations between the parties or the wages and working conditions unless and until such have been agreed to in writing, duly executed by both parties subsequent to the date of this agreement.

No change or modification of this agreement shall be binding on either the Committee or the Union unless reduced to writing and duly executed by the respective duly authorized representatives.

Section 4.

There shall be no discrimination, interference, restraint or coercion by the Committee, the Union or their respective agents against any employee because of race, age, creed, color, sex, religion, national origin, sexual orientation or disability.

ARTICLE II – USE OF THE BULLETIN BOARDS

The Committee shall provide space on a Bulletin Board for the Union in the Vogel School or other mutually agreed area. The Union, after filing a copy with the Superintendent may post thereon notices signed by the International Union or the President or Chief Steward of Local 9517-13. All notices of Union interest may be posted thereon if approved and initialed by the Superintendent.

ARTICLE III – GRIEVANCES

Section 1.

For the purpose of this agreement, a grievance shall be defined as a complaint between the Committee and the Union involving an alleged violation of a specific provision of this agreement.

Section 2.

A grievance must be presented within three (3) working days of the time of the occurrence of the alleged violation. It must be processed in accordance with the following steps:

Step 1. A verbal grievance shall be presented to Facilities Manager within three (3) working days. If not satisfactorily settled at that step,

Step 2. A written grievance shall be submitted to the Principal within five (5) working days. Within (5) working days of receipt of the written grievance the Union and the Principal shall hold a meeting. If not satisfactorily settled at this step,

Step 3. The International Representative of the Union, Chief Steward, and the Superintendent of Schools shall arrange a meeting, said meeting to be held within five (5) working days. The Superintendent shall give an answer in

writing five (5) working days after the meeting. If not satisfactorily settled at this step,

Step 4: The International Representative of the Union, Chief Steward, and the School Committee shall arrange a meeting, said meeting to be held within five (5) working days. The School Committee shall give an answer in writing five (5) working days after the meeting. If not satisfactorily settled at this step, it may ...

Step 5. Be submitted within thirty (30) days, by the Committee and the Union to the American Arbitration Association for disposition, in accordance with the applicable rules of said American Arbitration Association. The expenses of such Arbitration shall be shared equally between School Committee and the Union, and the award shall be final and binding upon the School Committee, and the Union, and the aggrieved employee.

Section 3.

A grievance not initiated within the time specified shall be deemed waived.

Section 4.

The time limits described above may be extended by mutual agreement of the parties.

ARTICLE IV – VISITATION

Section 1.

A duly authorized representative of the Union shall be admitted to the School premises during working hours for the purpose of conferring with bargaining unit employees (but not when school is in session), and/or settlement of a grievance under Article 3, and for such other reasons as may be lawfully allowed. The duration of such meeting shall not exceed 15 minutes with each bargaining unit employee.

ARTICLE V – SICK LEAVE

Eighteen (18) sick days earned per year accumulative to one hundred eighty (180) days. All sick leave is earned and is pro-rated on a monthly basis.

The Union agrees that the subject of accumulated sick leave will not be a subject of negotiation in future contracts.

ARTICLE VI – PERSONAL AND FUNERAL LEAVE

Three (3) paid personal leave days per year may be taken. Twenty-four hours notice must be given to the Facilities Manager and only one custodian may have a personal day at a time.

Funeral leave will be granted for five (5) working days, with pay, in the event of the death of a mother, father, spouse, son, daughter, mother-in-law, father-in-law, sister, brother, sister-in-law, brother-in-law, grandmother, grandfather, or grandchild. Two days of funeral leave will be

granted, with pay, in the event of the death of an aunt or uncle. The Superintendent of Schools may grant additional days at his/her discretion.

ARTICLE VII – MEDICAL PLANS

The employees shall be able to participate in the Medical Plans as provided for the Town of Wrentham employees provided they meet all the town's requirements Employee contribution to HMO's shall be 25% with the town contributing 75%.

ARTICLE VIII – LIFE INSURANCE

The employees shall be able to participate in the Life Insurance Plan as provided for the Town of Wrentham employees provided they meet all the town's requirements.

ARTICLE IX – HOURS OF WORK

The regular workweek of all employees in the bargaining unit shall be forty (40) hours, five (5) days, Monday through Friday, at eight (8) hours per day. During the summer there will be a four (4) day workweek at ten (10) hours per day. At least one custodian, however, will be working on each of the five (5) days Monday through Friday, except during holiday weeks. If a holiday falls within a week during the summer, each custodian will work thirty-two (32) hours.

If an evening custodian is required to perform "maintenance", he/she will receive the "maintenance" rate of pay, and will so note the time on his/her time sheet. These maintenance tasks are only to be assigned by the Superintendent and Facilities Manager.

Daytime employees are entitled to an unpaid thirty (30) minute lunch break. Evening employees, starting work at 2:00 p.m. or later, are entitled to a thirty (30) minute paid lunch break, however they may not leave the premises for said break. The lunch break will be determined by the Facilities Manager in consultation with unit members.

ARTICLE X – OVERTIME

Personnel required to work more than forty (40) hours per week shall be paid at the rate of time and one half (1 & 1/2) of their hourly rate. The same rate shall apply when the workday exceeds eight (8) hours or, when four day work week, ten (10) hours. Equal divisions of overtime opportunity on a rotating basis will be observed for all custodians, and the overtime list will be posted. Part-time employees will be offered overtime only after all full time employees have been offered overtime and rejected it. A part time custodian may be asked to work additional hours in his or her area provided that the additional hours do not exceed a total of 40 per week. When a custodian will be absent four (4) hours of rotating overtime may be assigned at the discretion of the Facilities Manager. After five (5) nights of such overtime the Superintendent may decide to hire a temporary custodian for the duration of the regular custodian's absence. If the Superintendent of Schools requires overtime on a Sunday or a holiday recognized by this Collective Bargaining Agreement, then pay will be two (2) times the hourly rate. Part time

employees may be hired in emergency situations or in situations when the regular custodians are not available.

ARTICLE XI – CALL IN PAY

When a custodian is called from home to the schools after completing his regular shift, he shall receive a four (4) hours call in pay. If in the estimation of the Facilities Manager and/or Superintendent of Schools weekend events require a building check (and cleaning if required) on a Saturday or Sunday, a custodian will be called in and paid overtime for two hours to accomplish this task.

ARTICLE XII – HOLIDAYS

The following days shall be recognized as paid holidays under this agreement when the holiday falls within or is celebrated within the regular five (5) day work week.

New Year's Day	Martin Luther King Day	Presidents' Day
Patriot's Day	Memorial Day	Juneteenth
Independence Day	Labor Day	Columbus Day
Veterans' Day	Thanksgiving Day	Friday after Thanksgiving
Christmas Eve	Christmas Day	New Year's Eve

If one of the above listed holidays falls on a Saturday or Sunday and is not observed on the school calendar, employees shall receive a floating holiday.

ARTICLE XIII – VACATIONS

July 1 shall be the common anniversary date for the accumulation of vacation benefits. Any employee hired after July 1 shall have vacation benefits prorated to the next succeeding July 1 for the first year only.

Pro-Rated Vacation Table (first year only):

SERVICE	VACATION CREDIT
1 month	1 day
2 months	1 ½ days
3 months	2 ½ days
4 months	3 days
5 months	4 days
6 months	5 days
7 months	6 days
8 months	6 ½ days
9 months	7 ½ days
10 months	8 days
11 months	9 days

Any custodian who has worked continuously for a period of one (1) year shall be entitled to a total of the (10) work days of vacation. Vacation time earned during the preceding year will be available for use effective July 1st of each year.

- Vacation time will be granted from July 1 through June 30 of each contract year.
- Veteran custodians shall accrue vacation time as in the chart below. Employees shall receive their third, fourth and fifth week of vacation in the contract year following completion of their third, seventh and twentieth full year of employment:

- | | | |
|----|-------------------------------------|-----------------|
| a) | One (1) year to three (3) years: | two (2) weeks |
| b) | Three (3) years to seven (7) years: | three (3) weeks |
| c) | Seven (7) to nineteen (19) years: | four (4) weeks |
| d) | Twenty (20) years and over: | five (5) weeks |

Custodians may not take vacation time, except in emergencies, during the week before the start of school. Custodians will make every effort to give at least one (1) week notice to the Facilities Manager prior to taking two (2) or more consecutive vacation days. In the event the employee or employer terminates employment all future accrued vacation leave will be paid on a prorate basis.

If an employee voluntarily leaves the position causing a break in service, those years will not count as Town of Wrentham experience toward vacation time if the employee is rehired at a later date. When employee vacation schedules conflict, seniority shall be the determining factor.

Only one custodian at a time may take vacation during the December, February or April vacations.

ARTICLE XIV – SAVINGS CLAUSE

If any provisions of this agreement are contrary to law, then such provisions shall not be applicable or performed or enforced, except to the extent permitted by law, and substitute action shall be subject to appropriate consultation with the Union.

In the event that any provision of this agreement is or shall be contrary to law, all other provisions of this agreement shall continue in effect.

ARTICLE XV – AUTHORITY OF COMMITTEE

Nothing in this agreement shall be deemed to derogate from, or impair, the authority, power and rights conferred upon the Committee by statute, or any rules or regulations of any agency of the Commonwealth of Massachusetts. Unit members may be disciplined, suspended, demoted, or terminated for just cause.

ARTICLE XVI – SENIORITY

New employees shall be considered probationary employees for six months. They may be disciplined or discharged for any reason without recourse. After six months of service, probationary custodian will be moved to the salary scale. When custodian moves to salary scale, anniversary date reverts to date of hire. During the probationary period all benefits that accrue to regular custodians apply to the new employee.

If a vacancy occurs in an existing position, the Employer agrees to post a notice of said vacancy for the information of the employees covered by this agreement, time permitting under the circumstances. The decision of filling said vacancy shall be solely that of the Employer. The length of service and qualifications of the interested employees shall be considered by the Employer in its selection.

Seniority will govern in case of layoff or recall to work after layoff. Employees will be entitled to recall rights for two years. There will be no new hires of employees while an employee with seniority is on layoff. The employee will be given one week notice before layoff. A letter will be sent to the Union regarding layoffs or recalls. Employees recalled to work after layoff must notify the School Superintendent within (2) working days of their intentions of returning within five (5) working days, after receipt of notice of recall. If any employee is temporarily physically unable to return to work and so notifies the School Superintendent in writing of same, the School Superintendent shall extend the said recall two (2) weeks without prejudice to the employee after receipt of a Doctor's certificate.

Shift Preference Shift preference will be by seniority. Shift preference will be determined by the Facilities Manager at a time when a vacancy occurs.

ARTICLE XVII – DUES

Upon lawful written authorization by an employee, the Employer agrees to deduct Union dues, assessments and initiation fees as uniformly required from the wages paid during the first week of each and every month to said employee. The Employer further agrees to remit the dues, assessments and initiation fees so deducted to the Union within (10) days thereafter. Such moneys deducted will be transmitted to the International Treasurer, United Steelworkers, 60 Boulevard of the Allies, Pittsburgh, PA, 15222.

The School Committee shall execute USW Summary of Union dues forms and lists. Such forms and lists shall be executed monthly in triplicate along with a dues check-off list with the original being attached to each check prior to forwarding to Pittsburgh. The School Committee shall forward copies of each of the above to the Sub-District Office and to the Local Union.

The School Committee shall provide the Local Financial Secretary with a monthly listing of the appropriate data on hours and earnings for each member in the pay period for which dues have been deducted in order to enable the Local to determine the accuracy of the computation involved and the deductions made for each local union member.

In order for the Union to properly administer the Contract and to carry out its responsibilities, the School Committee shall forward to the Local within one week of each change a notice showing the following:

New hires, reinstatements, lay-offs, quits, to pension, deceased, military service, releases during probationary period, and changes of shifts. This information to show: date of hire or change, home address, job classification, rate of pay, social security number, type of change.

ARTICLE XVIII – CONDITION OF EMPLOYMENT

It shall also be a condition of employment that all employees covered by this agreement who are members of the Union in good standing on the effective date or the date of execution, whichever is later, of this agreement, shall remain members in good standing and those who are not members on the effective date or the date of execution, whichever is later, of this agreement, shall on the thirty-first (31st) day following the effective date or the date of execution, whichever is later, of this agreement shall become and remain members in good standing in the Union.

It shall also be a condition of employment that all employees covered by this agreement and hired on or after its effective or execution date, whichever is the later, shall on the thirty-first (31st) date following the beginning of such employment become and remain member in good standing in the Union. For the purposes of this agreement, an employee who is a member of the Union shall be deemed to be a member in good standing if he tenders the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership.

ARTICLE XIX – WORK CLOTHES (RAIN GEAR)

Each custodian will be reimbursed up to \$300.00 per year for clothes, boots, and jackets for work purposes. The custodian must provide original receipts and the reimbursement must be approved in writing by the Superintendent of Schools. The employer will provide rain gear for use by the custodians.

ARTICLE XX-DURATION

This agreement shall be effective July 1, 2025. This agreement shall remain in full force and effect through June 30, 2028. Should a successor agreement not be executed by June 30, 2028, this agreement shall remain in full force and effect until a successor agreement is executed.

APPENDIX A – COMPENSATION

	FY26 3%		FY27 2.5%		FY28 3.5%	
	40-hr week	hourly	40-hr week	hourly	40-hr week	hourly
Probationary Custodian	\$918.00	\$22.95	\$940.80	\$23.52	\$973.60	\$24.34
Regular Custodian	\$1,159.60	\$28.99	\$1,188.40	\$29.71	\$1,230.00	\$30.75
Maintenance/Groundskeeper	\$1,264.00	\$31.60	\$1,295.60	\$32.39	\$1,340.80	\$33.52

Painting Differential \$2.50 for custodians

Snow Removal Differential \$2.50 for custodians

Shift Lead Stipend \$3,450

General Stipend, paid in November \$750.00

Clothing Reimbursement Maximum \$300.00

Longevity Stipends, annual:

Three (3) Years \$700.00

Ten (10) Years \$900.00

Fifteen (15) Years \$1,200.00

Twenty (20) Years \$1,400.00

*Typically given in June of the fiscal year

- Stipend for Leadmen: \$3,450.00
- General stipend to be paid in November of each year: \$750.00
- Custodians who are required to paint will be paid an additional \$1.75 per hour for the time they are painting.
- When an employee works on snow removal, the pay for such work will be \$1.75 per hour in addition to his regular hourly rate.
- A \$4,750.00 retirement incentive shall be paid to any employee with fifteen (15) years of service, given six months written notice of the intent to retire.
- When an employee is assigned to work on a higher rated job he will receive his own rate or the higher rate, whichever is the greater beginning on the second consecutive day of absence.
- Custodians who work the night shift (starting around mid-afternoon and lasting to late in the evening) will be paid an additional \$1.00 per hour. This will not involve overtime. Shift differentials will be paid on school vacation days (excluding summer months), sick days, and holidays recognized by the Collective Bargaining Agreement.
- Employees who work the split shift of 10:30 AM - 7:00 PM will be paid the night shift differential for all hours after 2:30 PM.

APPENDIX B: TYPICAL DUTIES

Position Description: Maintenance/Grounds Keeper

Responsible for performing semi-skilled duties in the operation, maintenance, and repair of buildings and related facilities including repairs in the areas of HVAC, electrical, plumbing, carpentry, septic systems and general building maintenance trade work. Also responsible for upkeep and maintenance of school grounds, using and maintaining tools and equipment normally associated with these areas and reporting to the Facilities Manager on overall conditions and environmental safety of facilities and surrounding areas. Must be available for emergency call-ins.

Facilities Maintenance Typical Duties

HVAC – Maintenance and repair of heating, ventilating and air conditioning systems. Monitors boiler rooms for leaks, temperature, and pressure ensuring safe and proper operation of plant systems. Performs preventative maintenance on pumps, circulators, and compressors consisting of greasing, oiling, oil changes, and belt replacement according to defined preventative maintenance programs and maintains the appropriate records. Maintains DDC and pneumatic control systems and uses computer software to monitor and troubleshoot DDC systems. Replaces electronic control valve actuators and pressure relief valves. Maintenance, service and repair of classroom unit ventilators, air handling units, and roof mounted ventilation fans. Service and repairs consist of troubleshooting, motor replacement, oiling and greasing.

Electrical – Maintenance and repair of receptacles, switches, electric motors, light ballasts, and where required assists electricians with new installations and major repairs.

Plumbing – Maintenance and repair of faucets, sinks, toilets, urinals, drains, flush-o-meters, and water fountains, repairs leaks and where required assists plumbers with new installations and major repairs.

Carpentry – Repairs damaged wall surfaces, doors and associated hardware, replaces floor tiles, inspects and performs minor repairs to shingle, rubber, and slate *roofs*. Cleaning and repair of gutters and roof drains.

Septic – Monitor septic system pump control panels and maintain daily runtime records. Monitor FAST system pumps and blowers and take corrective actions when needed. Work with wastewater design engineer to ensure proper operation of the systems.

Miscellaneous – Inspection and repair of playgrounds and equipment, may be required to perform custodial duties as deemed necessary by the Superintendent.

Custodians' Typical Duties

- Custodians should work safely and wear personal protective equipment (PPE) when necessary.
- Routine cleaning of classrooms, bathrooms, hallways, foyers, gyms, and other spaces. This includes vacuuming/sweeping floors; cleaning sinks, toilets, urinals,

windows; dusting counters, desks, shelves, and other surfaces; emptying trash and recycling; and completing other tasks to keep the areas clean.

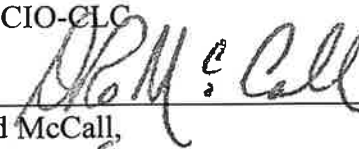
- Routine cleaning of the cafeterias. Sweep floor, empty trash, and clean tables between lunch shifts, set-up and remove lunch tables, and mop floor after lunch.
- Routine security check including locking/unlocking doors, activating/deactivating alarms, and checking buildings and grounds for dangerous items.
- Periodic work, including stripping, waxing, and buffing floors, cleaning carpets, moving boxes and furniture, cleaning walls and furniture, and completing comparable work as assigned.
- Custodians in the bargaining unit will be offered any unskilled jobs before those jobs are given to outside paid contractors.

ARTICLE XX-DURATION

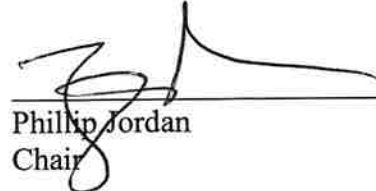
This agreement shall be effective July 1, 2025. This contract shall remain in full force and effect through June 30, 2028. Should a successor agreement not be executed by June 30, 2028, this Agreement shall remain in full force and effect until a successor agreement is executed.

UNITED STEELWORKERS,
AFL-CIO-CLC


SCHOOL COMMITTEE



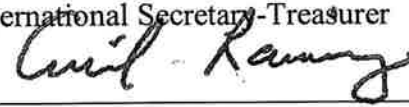
David McCall,
President



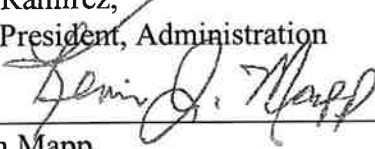
Phillip Jordan
Chair



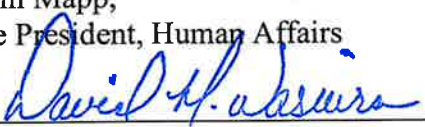
Myles Sullivan,
International Secretary-Treasurer



Emil Ramirez,
Vice President, Administration




Kevin Mapp,
Vice President, Human Affairs



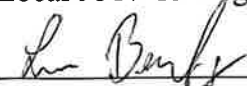
David M. Wasiura,
Director, District 4



Israel Torres
Staff Representative



Joe McGuire
Local 9517-13 Negotiating Committee



Luis Bevilacqua
Negotiating Committee

