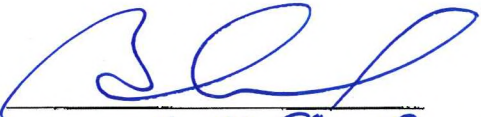


Maintenance Unit MOA

Terms: 4 years of contracts (1-1 year contract, and a 3 year contract)

- 1.) 1 year contract from: 7/1/2013 to 6/30/2014 (1% raise- all members effective 7/1/2013)
- 2.) 3 year contract from 7/1/2014 to 6/30/2017 - 1 ½% in year 1, 2 ½% in year 2, 2 ½% in year 3 all raises effective 7/1 of the year.
- 3.) Employees receive a \$.50/ hourly rate increase in "Skilled Tradesman II" (employees in the Painters and Carpenters group.) raise effective 7/1/2013
- 4.) Telephone Stipend (\$10/month) for employees who are required to be available via a cell phone that are using a non-department phone. (Includes Carpenters, Electricians, Groundskeepers, Painters, Plumbers, Steamfitters) Effective 1/1/2015
- 5.) Increased Automotive Allowance for employees who are required to use their own vehicles- Allowance to be increased from \$250.00 to 300.00 per month. (This includes Carpenters, Electricians, Groundskeepers, Painters, Plumbers, Steamfitters.) effective 1/1/2015
- 6.) Clothing Allowance- Employees receiving the clothing allowance will receive an increase by \$100.00 to \$525.00 Employees will wear a navy/ Black or Grey T-shirt or polo bearing an FRPS logo to be supplied by the department. Employees may wear the same colors of a hooded sweatshirt or jacket. Employees may also wear appropriate spirit wear from Fall River Public Schools. (Effective 7/1/2015)
- 7.) Employees may receive reimbursement for courses or professional development related to their positions and approved by management.
- 8.) Employees agree to a drug testing program (to be developed). The drug testing program would involve reaching a "reasonable suspicion" requirement by a trained individual. No random testing. Employees testing positive for the first time would then be directed to Employee Assistance Program.

For the Fall River School Committee:

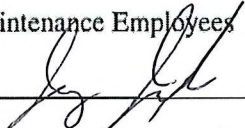


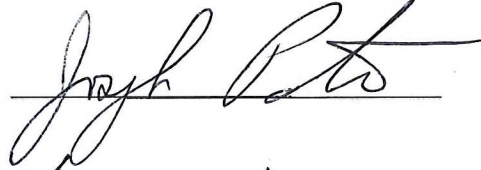
Attorney for F.R. School Committee

6-1-15

For AFSCME Council 93, Local 1118

Maintenance Employees





Karen Hathaway
4-18-15