

TENTATIVE AGREEMENT

BETWEEN

CHAPTER 3, NCFO, 32BJ, SEIU (The Union)

AND

GREATER LAWRENCE TECHNICAL SCHOOL (The Employer)

The Union and the Employer have reached a tentative agreement for a successor Collective Bargaining Agreement for the term of July 1, 2025, to June 30, 2028. This is subject to ratification by both the Union and the School Committee.

Union Name Change: Chapter 3, NCFO, 32BJ/SEIU throughout the whole CBA.

Contract Term, 3-year Term: July 1, 2025 – June 30, 2028, throughout the whole CBA.

Job descriptions for Maintenance Custodian: update job description and attach to CBA, will now include hydraulics license and other changes to make clear the duties of the position.

Article 7 - Discrimination: Add: gender Identity, sexual orientation

Article 10 - Work Schedule, add new paragraph to the end of the article as follows:

The following 8-hour shifts shall apply:

1st shift starts between 5:00 am – 8:00 am

2nd shift starts between 12:00 pm – 3:00 pm

3rd shift starts between 10:00 pm – 1:00 am

Article 11 - School Holidays

- Add: ½ day before thanksgiving
- Add ½ day Friday before Memorial Day
- Add ½ day Christmas Eve
- Add double time for Easter and Thanksgiving

Article 16 - Vacation: Replace language as follows:

- 1-5 years - 15 paid vacation days (3 weeks)
- 5-10 years - 20 paid vacation days (4 weeks)
- 10-20 years - 25 paid vacation days (5 weeks)
- 20+ years – 30 paid vacation days (6 weeks)
- 16.11 – modify language: Personal and sick days may not be added to vacation or Holiday Weekends unless prior approval is granted by the employee's immediate supervisor. A doctor's note must be provided if a sick day is taken during this time.

M.G. 7/14/25

LAJ 7-14-25

Employee's who provide a doctor's note shall not suffer any loss of vacation, sick or holiday pay.

Article 17, Pay treatment of absences:

- **17.C – ABSENCE DUE TO DEATH** – modify as follows:

An employee shall be granted absence because of a death in the immediate family and to either parent in the event of a miscarriage with pay for a period not to exceed (4) days. In determining reasonable absence, consideration shall be given to the relationship of the employee to the deceased and the responsibility of the employee for making funeral arrangements. An employee's immediate family shall be considered as husband, wife, son, daughter, mother, father, stepmother, stepfather, mother-in-law, father-in-law, sister, brother, grandparent, grandchild or any relative residing with the employee or any person for whom the employee is solely responsible for all funeral arrangements.

An employee shall be granted reasonable absence up to two (2) days for the death of a grandparent-in-law, sister-in-law, brother-in-law.

- **17.H – Modify as follows: PARENTAL LEAVE OF ABSENCE**

Every member shall be entitled to a twelve (12) week parental leave if the employees complies with the following conditions:

The employee provided a doctor's statement attesting to the pregnancy and expected delivery date or comparable adoption documentation; and

The employee has been employed for three (3) consecutive months; and

The employee gives at least two (2) weeks' notice of the expected departure date and intended date of return.

Add new section d. Parental leave shall run concurrently with other statutory leaves and continuously from the date of birth or adoption. The parental leave may not be taken on an intermittent or reduced leave basis.

Modify the remaining paragraphs as follows:

The employer shall provide all bargaining unit employees six (6) weeks of paid leave during a parental leave of absence. An employee has the option of using current or accumulated sick leave to the extent available for a period of up to six (6) months after the initial six (6) week paid period.

The School Committee may grant extension of the original leave upon request for a total period ending not later than six (6) months from date of confinement.

An employee returning from a maternity leave shall be placed on the salary schedule at the rate in effect at the time of their return to work.

M.G. 7/14/25

LAI 7/14/25

Article 19 - Fringe Benefits

Longevity: increase each level of longevity by \$300 effective 7/1/25.

Article 21 - Wages

- o 7/1/2025- 4% across the board increase to base
- o 7/1/2026- 3.5%*across the board increase to base
- o 7/1/2027- 3.5%*across the board increase to base

**COULD GO TO 4% IF CH 70 FUNDS COME IN AT 4% OR GREATER, W/NO – INCREASE OF STUDEN NUMBERS.*

Article 22, Shift Differential:

- o 22.1, modify as follows: The lead custodian on first and second shift will be paid an additional 10% on his / her hourly rate.

First Shift lead shall be subject to the job posting and bidding language in the cba, no employee can be forced to take the lead position.

- o 22.2 - replace with: Third shift shall be paid a differential of 10%.
- o 22.4 – add language: non maintenance custodians who have a hydraulics license and are required to perform duties utilizing the hydraulics license shall be paid a 15% differential for the time in which they performed such duties. This shall be rounded in whole hours. Maintenance custodians who have a hydraulics license have the 15% built into their regular hourly rate of pay.

Article 26 – Duration:

Update Union Name, CBA dates, and business agent name.

By affixing their signatures below, the parties agree that only the changes outlined within this document shall be modified in the Collective Bargaining Agreement. All other terms and conditions shall remain the same without change.

For the Union:

For the Employer:

Myrtle Grullon 7/14/25
 Myrtle Grullon, Business Agent Date:

John Lavoie
 John Lavoie, Superintendent Date:

Lisa A. Ireson 7/14/25
 Lisa Ireson, Business Agent Date:

Sharon Hester 9/30/25