

**AGREEMENT**

**BETWEEN**

**FITCHBURG SCHOOL COMMITTEE**

**AND**

**FITCHBURG SCHOOL CUSTODIANS  
ASSOCIATION**

**UNIT "A" AND UNIT "B"**

**JULY 1, 2012 – JUNE 30, 2015**

ARTICLE I.....	3
INTENT AND PURPOSE.....	3
ARTICLE II.....	3
AGENCY FEE/RECOGNITION/DEFINITIONS.....	3
ARTICLE III.....	4
RIGHTS OF UNION.....	4
ARTICLE IV.....	4
DUES DEDUCTION.....	4
ARTICLE V.....	5
RIGHTS OF COMMITTEE.....	5
ARTICLE VI.....	5
CIVIL SERVICE.....	5
ARTICLE VII.....	5
GRIEVANCES.....	5
ARTICLE VIII.....	6
ARBITRATION.....	6
ARTICLE IX.....	7
NO STRIKE.....	7
ARTICLE X.....	8
APPOINTMENT – VACANCIES.....	8
ARTICLE XI.....	9
SENIORITY.....	9
ARTICLE XII.....	9
MAINTENANCE OF BUILDINGS.....	9
ARTICLE XIII.....	10
HOURS OF WORK – OVERTIME.....	10
ARTICLE XIV.....	12
HOLIDAYS.....	12
ARTICLE XV.....	12
VACATIONS.....	12
ARTICLE XVI.....	13
JURY DUTY.....	13
ARTICLE XVII.....	14
MILITARY LEAVE.....	14
ARTICLE XVIII.....	14
SICK LEAVE.....	14
ARTICLE XIX.....	15
BEREAVEMENT LEAVE.....	15
ARTICLE XX.....	15
ABSENCE FOR PERSONAL BUSINESS.....	15
ARTICLE XXI.....	16
SICK LEAVE BANK.....	16
ARTICLE XXII.....	17
GENERAL.....	17
ARTICLE XXIII.....	18
SPECIAL LEAVE.....	18
ARTICLE XXIV.....	19
INJURED EMPLOYEES.....	19
ARTICLE XXV.....	19
WORKERS' COMPENSATION.....	19
ARTICLE XXVI.....	19
SHORT-TERM PROVISIONAL EMPLOYEES.....	19
ARTICLE XXVII.....	20
DURATION.....	20
ARTICLE XXVIII.....	20
WAGES.....	20
SALARY SCHEDULES.....	20
APPENDIX "A".....	21
RETIREMENT SALARY ADJUSTMENT.....	23
Side Letters of Agreement.....	23
EVALUATION PURPOSE AND PROCEDURE.....	24
	25