

AGREEMENT

BETWEEN

THE PLAINFIELD BOARD OF EDUCATION

AND

TEAMSTERS LOCAL 493:
PLAINFIELD CUSTODIAN AND MAINTENANCE
PERSONNEL ASSOCIATION

July 1, 2018 to June 30, 2020

July 1, 2018

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PREAMBLE

WHEREAS, the Board of Education and the Union known as Teamsters Local 493 (hereinafter "Teamsters Local 493") recognize the importance of sustaining a high level of morale among the custodian and maintenance personnel and maintaining harmonious relationships between the Board and its employees in order to provide full service to the Board of Education and the Town of Plainfield and to the improvement of quality of said service while assuring necessary, usual and beneficial communications between the Board and the custodian and maintenance personnel.

ARTICLE I MANAGEMENT RIGHTS

It is recognized that the Board retains and will continue to retain, whether exercised or not, the rights, responsibilities and prerogatives necessary to direct the operation of the Plainfield Public Schools in all its aspects including but not limited to the acquisition, control, and regulation of all property, the employment and supervision of all employees and the organization and administration of the program of the Plainfield Public Schools.

These rights, responsibilities and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in a manner inconsistent with or in violation of any of the specific terms and provisions of this Agreement. No action taken by the Board with respect to such rights, responsibilities and prerogatives, other than as there are specific provisions herein elsewhere contained, shall be subject to the grievance provisions of this Agreement.

ARTICLE II RECOGNITION

The Board of Education, hereinafter known as the Board, recognizes the TEAMSTERS LOCAL 493, hereinafter called the Union, as the sole and exclusive bargaining agent for the purpose of collective bargaining and with all the rights and privileges as provided by Public Act No. 159, Chapter 113, §7-467 to §7-477 with respect to salaries and hours of employment and other conditions of employment for all school custodian and maintenance personnel excluding those working less than twenty (20) hours a week and supervisors employed by the Plainfield Board of Education.

ARTICLE III
NON DISCRIMINATION

The employer and the Union agree that there shall be no discrimination against any employee because of race, creed, color, age, gender, sexual orientation, national origin, mental and physical disability, genetic information, ancestry, or gender identity and expression, marital status, Union affiliation, or political activities which does not impede the performance of the employee's responsibilities.

ARTICLE IV
HOURS OF WORK AND OVERTIME

The regular hours of work for full time custodian and maintenance personnel shall be eight (8) hours per day and forty (40) hours per week Monday through Friday, inclusive. A one-half (1/2) hour lunch period will be provided within the (8) hour shift. Actual shift hours will be adjusted to meet individual school schedules.

All full time custodian and maintenance personnel shall be paid at the rate of one and one-half (1-1/2) times their regular rate of pay for work performed in excess of their eight (8) hours per day and/or forty (40) hours per week. All full time custodian and maintenance personnel shall be paid double time for work on holidays and Sundays. Sick time will not count towards hours worked for the purpose of calculating overtime.

No custodian may leave work without approval of the supervisor or building administrator. Such request will not be unreasonably denied.

Full time custodian and maintenance personnel shall be paid a minimum of two (2) hours when called in on an overtime basis.

Newly hired custodian and maintenance personnel must serve a probationary period of sixty (60) workdays. An evaluation of performance will be submitted to the Business Manager by the Supervisor in concert with the building administrator.

Any creation of new part time positions must be discussed with the union prior to implementation.

There will be no new shifts or any change in existing shift without first discussing any change in these shifts with the union and/or the employee. If the change results in more than a one-hour change, discussions should be held with the Union.

An employee may request a change in his/her schedule to the day shift when school is not in session as long as there are no events at the school involved. Such a request shall not be arbitrarily or capriciously denied.

The lead person's shift can begin up to two (2) hours after the opening of the school, e.g., if the high school opens at 6:00 a.m., the shift can be as early as 6:00 a.m. to 2:00 p.m. or as late as 8:00 a.m. to 4:00 p.m. The employer will establish the hours at the beginning of the school year. The change in hours will not be used to avoid overtime and is for the purpose of supervision.

ARTICLE V
PART TIME EMPLOYEES

Part time maintenance employees work up to twelve hundred (1200) hours per year, twenty (20) or more hours per week. The number of part time maintenance employees cannot exceed more than three (3), or ten (10%) percent of the number of full time employees, whichever is greater. The following conditions of employment apply to part time maintenance employees:

- No overtime is paid after eight (8) hours in a day, unless it exceeds forty (40) hours in a week;
- These employees receive no sick leave, bereavement leave, or other leave of any kind (except if required by law);
- These employees may take one (1) personal day per year, non-cumulative which if taken will be counted towards the 1,200 hours annual limit;
- These employees receive no insurance benefits (except if required by law);
- These employees receive no holiday, vacation or severance pay;
- The hourly rate of pay will be the same as that paid to a Grounds/Maintenance employee;
- These employees can be assigned to work multiple buildings;
- These employees can be assigned to work weekends and/or week days;
- These employees can be assigned to work any shift except the Monday through Friday, 7:00 a.m. to 3:00 p.m. shift, while school is in session except that in February, March and April, outdoor work posted as overtime opportunities can be assigned to part time employees if insufficient numbers respond to overtime;
- These employees are eligible for work shoes pursuant to this contract;
- These employees receive no pay differential for working any shift and receive no premium rate of pay for working weekends or holidays (except as required by law);
- In the event of reduction in force, a full time employee will displace a part time employee;
- Part-time maintenance employees only perform those duties set forth in the “PT GROUNDS/MAINTENANCE/CUSTODIAN” job description for Plainfield Public Schools, as it may be amended from time to time.

Part-time custodial employees work up to twenty-five (25) hours per week. The number of part time custodial employees cannot exceed more than three (3), or ten (10%) percent of the number of full time employees, whichever is greater. The following conditions of employment apply to part-time custodial employees:

- No overtime is paid after eight (8) hours in a day, unless it exceeds forty (40) hours in a week;
- These employees receive no sick leave, bereavement leave, or other leave of any kind (except if required by law);
- These employees may take two (2) personal day per year, non-cumulative;
- These employees receive no insurance benefits (except if required by law);
- These employees receive no holiday, vacation or severance pay;
- The hourly rate of pay is defined in the wages section of the contract;

- These employees can be assigned to work multiple buildings;
- These employees can be assigned to work any shift;
- Overtime opportunities can be assigned to part time employees if insufficient numbers respond to overtime;
- These employees are eligible for work shoes pursuant to this contract;
- These employees receive no pay differential for working any shift and receive no premium rate of pay for working weekends or holidays (except as required by law);
- In the event of reduction in force, a full time employee will displace a part time employee;
- Part-time employees only perform those duties set forth in the job description for Plainfield Public Schools, as amended from time to time.

ARTICLE VI VACANCIES

A “vacancy” is defined as an opening in a position which is caused by death, retirement, discharge, resignation, an internal employee assignment change resulting from filling a vacancy or the creation of a new position. When a custodial vacancy occurs in any Plainfield Public School, all presently employed custodian and maintenance personnel shall be notified by internal posting before public posting of such a vacancy. The custodian and maintenance personnel, according to seniority, shall have first choice to fill the vacancy. Final assignment shall be the responsibility and prerogative of management. Choice is limited to position available not duties assigned.

Vacancies caused by internal employee assignment changes are limited to up to two (2) postings.

ARTICLE VII UNION DEDUCTIONS

All employees may become members in the bargaining unit within 30 calendar days of hire. In no case shall there be a service fee charged for non-membership.

The Union agrees to indemnify and to hold the Board harmless against any and all claims, damages, suits and other forms of liability or costs including reasonable attorneys’ fees that shall or may arise out of or by reason of any action taken by the Board for the purpose of complying with this Article.

The Board agrees to deduct the monthly dues from the wages of all union members covered by this Agreement, and transmit same to the financial secretary of the Union. The Union agrees to submit to the Board an authorization card signed by each individual employee covered by the Agreement authorizing the deduction. This authorization card shall be in accordance with the requirements of law.

ARTICLE VIII
HOLIDAYS

When one of the following holidays falls during a full time custodian or maintenance personnel regular work week, it shall be observed as a day off with regular pay.

| | |
|------------------------|---|
| New Year's Day | Labor Day |
| Martin Luther King Day | Columbus Day |
| Presidents' Day | Veterans' Day |
| Good Friday | Thanksgiving Day & Day after Thanksgiving |
| Memorial Day | Christmas Day |
| Fourth of July | Floating Holiday |

Without prior approval, in order to receive holiday pay, all employees must work the work day before and the work day after a holiday. Employees on an authorized absence approved by the Supervisor shall receive holiday pay. Sick time documented with a medical note will not disqualify the employee from receiving holiday pay.

If a holiday occurs during a vacation period, the employee shall be entitled to an additional day off with pay on a day that is proposed by the employee and agreed to by the Business Manager and/or Superintendent.

ARTICLE IX
SICK LEAVE

An employee will receive twelve (12) days of sick leave as of July 1 each year. These sick days may be accumulated 150 days. For severance pay, accumulation is limited to 140 days.

Sick time must be used in increments no smaller than one (1) hour.

Notice of all intended absences shall be submitted in writing whenever possible on the appropriate form to the Supervisor twenty-four (24) hours in advance.

A medical note is required after being absent for 3 days. If no note is provided after 3 days, the employee will be subject to disciplinary action based on the established schedule.

ARTICLE X
SEVERANCE PAY & PENSION

Upon honorable separation from service, all full time custodian and maintenance personnel who have been employed for ten (10) or more years in the Plainfield School System as full time custodian and maintenance personnel shall receive a severance payment equal to forty (40%) percent of per diem pay for up to 140 days of accumulated sick leave. Employees who retire within six months of their tenth anniversary date of employment due to Social Security requirements may still receive this benefit.

Employees hired for full-time status prior to July 1, 2014 shall be eligible to participate in the Town's Pension Plan. Full-time employees hired on or after July 1, 2014 shall be eligible to participate in the Town's Defined Contribution Plan.

ARTICLE XI
PERSONAL LEAVE

Each full time employee, with the permission of the Supervisor, may be granted three (3) non-cumulative paid leave days per year for necessary personal business. Requests for days immediately before or after a holiday or vacation will be approved with prior approval and will not be arbitrarily or capriciously denied.

Except in the case of an emergency, employees should request permission for such leave time from the Supervisor at least 24 hours in advance. For purposes of this Article, the article concerning vacation time and any other article pertaining to leave requests, employees should submit such requests using the District's designated fax number. Any such fax received by the school district Monday through Friday, 7:00 a.m. to 4:00 p.m., shall be the starting point for calculating compliance with applicable advance notice requirements.

Volunteer Fire Fighters: When called to serve at a fire or similar emergency, the custodian or maintenance personnel may receive up to two (2) hours of pay, but the balance of the shift must be made up or the remaining time and salary will be lost.

Personal leave must be used in increments no smaller than 2 hours.

ARTICLE XII
INSURANCE

- A. The Board shall provide all full time custodian and maintenance personnel, and eligible dependents, with group health insurance benefits pursuant to an agreement between the Board of Education and, currently, CIGNA ("Administrator"). Each year, each eligible employee may choose to participate in the health insurance plan for him/herself and eligible dependents; the cost sharing shall be eighty percent (80%) Board and twenty percent (20%) employee.

The plan which is currently being administered is set forth in Appendix A.

- B. Life Insurance for the individual in the amount of \$35,000.
- C. Accident and sickness weekly indemnity.
- D. Insurance carriers may be changed by the Board of Education at any time provided the insurance carrier provides comparable benefit coverage.
- E. All full time custodian and maintenance personnel hired prior to July 1, 2014 and who have served a minimum of ten (10) years in the Plainfield School System and who are retiring from the Plainfield School System, will be allowed along with their eligible

family members, to remain as a member of the Plainfield Board of Education insurance group but the premium will be paid totally by the individual. The coverage will include the current Board of Education medical policies minus the life insurance and weekly indemnity. To be eligible, the retiring employee must be acceptable to the current insurance carrier and must have attained fifty-five (55) years of age. Once a retired employee becomes eligible for Medicare benefits or any other government health insurance benefits, the Board's plan will supplement those benefits and will not constitute primary coverage.

F. In the event the Board of Education plans to change insurance carriers, the Board will provide advance notice to the Union as soon as practicable.

G. Agreement to Insurance Plan for Excise Tax Compliance:

The Board and the Union agree that, effective with the plan year that includes the effective date for the application of the federal excise tax applicable to health insurance, a revised health insurance plan design will be implemented that will require the costs for health insurance to fall below the applicable threshold for the federal excise tax at all levels of coverage (single, 2-person, family). At least twelve (12) months prior to the first day of the plan year that includes the effective date for the application of the federal excise tax applicable to health insurance, the parties shall meet and confer regarding the specific plan design changes to be implemented to ensure that the revised plan falls below the applicable excise tax thresholds. The Board and the Union agree that the revised plan design selected shall fall below the excise tax thresholds.

Failure to Reach Agreement on Plan for Excise Tax Compliance:

In the event that the Union and the Board cannot agree upon the specific plan design changes to be implemented for the revised insurance plan, at least eight (8) months in advance, the parties agree to submit their dispute regarding the revised insurance plan design to binding arbitration before an arbitrator experienced in health insurance matters. Said arbitrator shall be selected by agreement of the parties within five (5) days of either party notifying the other in writing of its intention to submit the matter to arbitration. In the event that the parties cannot mutually agree to an arbitrator, then the services to the American Arbitration Association shall be utilized to select an arbitrator. The costs of the arbitrator's services shall be borne equally by the parties. Such arbitration shall be expedited under the Rules of the American Arbitration Association for expedited arbitration.

ARTICLE XIII BEREAVEMENT LEAVE

Up to five (5) paid days of leave will be granted per death of a parent, spouse or child/step-child, and up to three (3) paid days of leave for a grandchild, grandparent, brother/brother-in-law, sister/sister-in-law, mother-in-law, father-in-law, son-in-law, daughter-in-law, or member of the household of the full time custodian.

ARTICLE XIV
VACATION

Each full time custodian shall be entitled to vacation time as follows:

- a. After 1 year of service - 1 week vacation
After 2 years service - 2 weeks vacation
After 5 years service - 3 weeks vacation
After 10 years service - 4 weeks vacation
After 20 years service -5 weeks vacation

- b. And may receive pay for or carry over up to five (5) days of unused vacation days (in lieu of vacation) for employees who are eligible for two (2) or more weeks. This pay is requested just prior to the anniversary date for up to 5 unused days and will be paid within two weeks after the anniversary date.

Vacation requests will not be unreasonably denied.

Vacation must be used in increments no smaller than 2 hours.

Vacations cannot be taken during the last five (5) school days and the following five (5) weekdays, unless approved by management.

Notice of any and all intended absences shall be submitted in writing whenever possible on the appropriate form to the Supervisor 24 hours in advance and shall be approved or denied within a reasonable time frame by management.

Resignation from an individual's employment shall not affect his/her right to the pro-rated proportion of vacation he/she has earned to the date of termination provided he/she has given two (2) weeks termination notice and has worked in the system for at least one (1) year.

ARTICLE XV
LEAVE OF ABSENCE

The Board of Education may grant leaves of absence without pay if it is in the best interest of the school system. Requests for such leave shall be made in writing to the Superintendent of Schools and shall include a statement of the reasons for the length of leave requested and whether or not the employee wishes to have his/her position kept open upon termination of his/her leave. Any employee who is on leave without pay shall not be paid for any holiday or sick leave during the period of absence.

ARTICLE XVI
SENIORITY

Seniority, according to this Agreement, shall consist of the length of continuous full-time service with the Board of Education and this bargaining unit. An employee's earned seniority shall not be lost because of authorized leave of absence or lay-off of less than two (2) years, but the employee shall not continue to earn, accrue or accumulate seniority during absence.

An employee with the least seniority within job classification shall be laid off first. Employees may use seniority to bump a less senior employee in the same job classification provided he/she is qualified as determined by the Supervisor. The two classifications are custodian and maintenance worker.

Part time employees shall be laid off prior to laying off any full time employee.

ARTICLE XVII RECALL RIGHTS

Laid-off full time employees with the most seniority shall be rehired first and no new employees shall be hired until all laid-off full time employees have been given an opportunity to return to work, providing the employee recalled is qualified to fill the vacancy as determined by the Supervisor. Laid-off full time employees will be retained on a recall list and maintain their seniority status for a period not to exceed two (2) years. An employee who refuses a recall shall lose all further recall rights.

ARTICLE XVIII GRIEVANCE PROCEDURE AND ARBITRATION

A grievance involving the interpretation or application of a specific section of the Agreement shall be submitted within ten (10) working days after the occurrence of the event in accordance with the steps hereinafter set forth. Under no circumstances, however, may an employee's grievance be submitted after the passage of ten (10) working days from the date he/she knew or should have known of the event giving rise to the grievance. Verbal attempts to resolve the grievance do not extend this time period for filing the written grievance. No employee shall receive any discipline except for just cause. A Union representative will be allowed at all disciplinary hearings.

Step 1. The aggrieved employee with his Union, if he/she so desires, and the Supervisor shall meet in an effort to adjust the grievance. If unable to do so, it may be submitted to the next step by stating the grievance in writing, specifying the section of the agreement involved, and giving a copy to the appropriate Principal within seven (7) working days after the above meeting.

Step 2. The Principal will answer the grievance in writing within seven (7) work days after he/she receives it.

Step 3. If not satisfactory to the employee, the grievance may be submitted within seven work days, thereafter to the Superintendent or his/her designee who shall answer the grievance in writing within seven work days after the day of the above meeting.

Step 4. If unsatisfactory, the grievance may be submitted to the Board at its next regularly scheduled meeting at which time the Board will schedule a hearing for the grievance within fourteen (14) work days after its hearing.

Step 5. If the grievance is not settled it may be submitted, at the request of the Union only, to arbitration before a panel of the Connecticut State Board of Mediation and Arbitration. The Union's request for arbitration shall be in writing and must be filed with the Board of Arbitration no later than ten (10) work days after receipt of the written answer of the Board of Education under Step 4.

The Arbitrators designated shall hear and decide only one (1) grievance at a time. Their award shall be final and binding. The Arbitrators shall be bound by and must comply with all the terms of this Agreement and shall have no power to add to, subtract from, or in any way, modify the provisions of this Agreement. The cost of the arbitration shall be borne equally by both the Board and the Union.

Any time limits specified within this Article, except for the initial filing of a grievance, may be extended by mutual agreement of the Union and the Board provided that, if a grievance is not submitted to a higher step in the above procedure, it shall be deemed settled on the basis of the Board's answer in the last step considered. Any extension by mutual agreement must be set forth in writing and signed by both parties.

ARTICLE XIX
NO LOCK OUT - NO STRIKE

The Board agrees that it will not lock out the employees covered by this Agreement during its term.

The Union and the employees expressly agree that during the life of this Agreement, there will be no strikes, slow-downs, picketing, work stoppages, or other forms of interference with the operation of the school system.

ARTICLE XX
MISCELLANEOUS

If any article or section of this Agreement is declared invalid by a court of competent jurisdiction, said invalidity shall not affect the balance of this Agreement. There shall be no alterations, variation or amendment of the terms and conditions of this Agreement unless made and agreed to in writing by both parties.

Each employee shall have the right to see and review his or her personnel file by appointment.

The Board shall make available written copies of this contractual agreement to all current and to each new employee upon employment.

Job appointments or promotions shall be awarded by the Board, whenever possible, on the basis of ability to perform the work, qualifications and seniority, as determined by the administration. Job postings shall be at the time clock at least three (3) days prior to the closing date. If an employee is not given a promotion, the Board of Education will give the employee a written notification of the rejection stating the reason or reasons for the denial.

Meetings of the Plainfield Custodian and Maintenance Personnel Association must be held on the Custodian and Maintenance Personnel own time. However, if a meeting is called by the Board of Education the custodian may leave his job for the required time without penalty.

Each custodian shall report any unusual occurrence inside or outside of his building to the leadperson or Supervisor, and the appropriate Building Administrator as soon as possible.

The Board, on an annual basis (July 1), shall contribute up to One Hundred Twenty-Five Dollars (\$125.00) toward the purchase of steel-toe safety shoes with the employee paying the balance of purchase over \$125.00. Such shoes shall be worn by the employee while performing his/her responsibilities each day. Employees shall be allowed to purchase shoes at suppliers other than the vendor the Board uses regularly, and they will be reimbursed upon showing a receipt.

Each year, the Board shall purchase five (5) long sleeve and five (5) short sleeve shirts for the employee to identify that the employee is a custodian or maintenance worker for the District. The employee may alternatively apply the equivalent cost for the shirts to other approved clothing identified by the District.

Officers of the Union will be allowed a reasonable amount of time during hours of work to do union activities upon approval of the Superintendent.

ARTICLE XXI OVERTIME LISTS

Each school shall have its own rotating overtime list based on seniority within classification. Refusal of overtime shall result in placement at the bottom of the rotating list. (No exceptions.) No employee shall be disciplined for refusing overtime to fill in for fellow-employees.

Custodial overtime call-in by individual building shall follow the order for call-in noted below:

1. Leadman/Custodian Absence: Personnel within the building have the right to first refusal to any overtime hours before a call goes out to the district list.
2. District custodians – overtime list (rotating).
3. If no district custodian is available (full rotation), District Building & Grounds are called.
4. If no full-time custodian is available then part-time custodians can be called in.
5. If coverage cannot be found, then Lead Custodian must fill in for absent employee.

Buildings & Grounds employees will have their own rotating overtime list and procedure/call in.

1. Other District Buildings & Grounds will be called in first for an absent B&G employee.
2. Leadperson at the assigned building with the absence.
3. District leadperson.
4. If qualified, custodian at specific building with absence – using rotational list.
5. If qualified, district custodians from district overtime list can be called in.

Note: Custodians with a split-school schedule will be assigned to a school for overtime.

Emergency Snow Removal:

1. District Buildings & Grounds employees and Leadpersons are required to report for all emergency and snow removal.
2. Custodians report to assigned building. Custodians may be assigned at the discretion of the leadpersons, or supervising administrator to a different location as needed.

Absences of up to 20 working days, to the extent the Board elects to fill in for the absent employee, will be offered to full time bargaining unit members on an overtime basis. If, after 20 work days, the employer may offer part-time custodians to work extended shifts or if the employer decides to hire a new bargaining unit employee, once the individual on the extended absence returns to work, the individual hired as a fill-in can be retained or released at the will of the Board.

Nothing herein shall prevent the Board from assigning a part-time employee to do work at a location that has an absent full-time employee.

ARTICLE XXII
WAGE SCHEDULE

| | <u>2018-2019</u> | <u>2019-2020</u> |
|--|------------------|------------------|
| <u>PT-Custodian</u> | <u>\$15.00</u> | <u>\$15.00</u> |
| <u>Custodian</u> | | |
| 0 -12 months | <u>\$16.50</u> | <u>\$16.50</u> |
| 1 - 2 years | <u>\$19.00</u> | <u>\$19.00</u> |
| 2 - 3 years | <u>\$20.00</u> | <u>\$20.00</u> |
| More than 3 years | <u>\$20.50</u> | <u>\$21.00</u> |
| * <u>Lead Person</u> | <u>\$24.00</u> | <u>\$24.50</u> |
| <u>Grounds/Maintenance/District Lead</u> | <u>\$25.50</u> | <u>\$26.00</u> |

*The Lead Person position will be assigned by the Business Manager on an annual basis after staff evaluations are completed by the Supervisor and Building Administrator. A District Lead will be selected from school lead custodian applicants.

Custodian and Maintenance Personnel required during their workday to use their personal vehicles to perform their duties shall receive a mileage allowance per the current Board policy.

A shift differential of 35 cents per hour shall be paid for full time second shift custodians and 55 cents per hour for any full time custodians working the third shift (should a third shift position become available). Only full time custodians are eligible to receive a shift differential. A shift differential is only paid to a custodian for work actually performed during that shift and is not paid for any paid leave time, or work performed by that employee during any other time. A custodian assigned to substitute in the absence of a Leadperson who works in the capacity of a Leadperson for more than two (2) consecutive days shall receive Leadperson pay for the duration of the time served. The second shift differential will be deemed applicable to hours worked after 3:00 p.m. up until 11:00 p.m.; the third shift differential will be deemed applicable to those hours beginning 11:00 p.m. up until 6:00 a.m.

ARTICLE XXIII
DRESS CODE

The following dress code applies to all custodial and maintenance employees:

1. No cut-off jeans will be permitted
2. Trousers or neat shorts at approximately knee length will be allowed
3. Employees are required to wear steel toed shoes
4. No ripped or cut clothing will be allowed
5. No hats or head coverings within the buildings except for safety reasons
6. Must wear uniform shirts provided during working hours

ARTICLE XXIV
DURATION AND RENEWAL

This Agreement shall be binding upon the Board and the Union retroactive to July 1, 2018. This Agreement shall continue in full force and effect until midnight of the 30th day of June, 2020.

SIGNATURE BLOCK

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives this _____ day of _____ 2018.

TEAMSTERS LOCAL 493:
PLAINFIELD CUSTODIAN & MAINTENANCE
PERSONNEL ASSOCIATION

PLAINFIELD BOARD OF EDUCATION

By: _____
Paul Kudelsky, Local President

By: _____
Christi Haskell, BOE Chair

By: _____
Bevan Sweet, President Teamsters Local 493

By: _____
Kenneth R. Di Pietro, Superintendent