

MEMORANDUM OF AGREEMENT

Town of Natick
and

Massachusetts Laborers' District Council i/b/o Facilities Management Employees of LU 1116

Three Year

- Duration of Agreement
 - Three-year agreement Effective July 1, 2022 through June 30, 2025

- Article VII – Salaries/Compensation
 - Section 1 COLA – Across the Board
 - Effective July 1, 2022: 1%
 - Effective July 1, 2023: 1%
 - Effective July 1, 2024: 1%

 - Effective July 1, 2022, adjust current pay tables (Appendix C) to do the following:
 - Remove bottom three Steps (1,2,3), add three new Steps to the top
 - Renumber all steps for total of 1 – 8 steps at 1 year intervals
 - New Steps 6, 7, and 8 added at 3% increase over previous step
 - Members on one of the current bottom three steps will all be placed on new Step 1 after July 1, 2022.
 - Members currently on all other steps will be placed on the new step comparable to their current compensation. Those on the current top step will be eligible for Step increase to new Steps 6, 7, and 8 after July 1, 2022.

 - Section 1 – Stipend for Senior 1 and Senior 3 custodians hired before 2014 that were formerly Town Building Custodians (TBCs) to be set at \$6,000.

 - Section 2 - Classifications
 - Floaters and truck driver reclassified to Junior Custodian II
 - Added a part-time classification
 - Added a maintenance V classification
 - Working foreman 4% above maintenance classification

 - Section 3 - Overtime
 - Double time after midnight until start time
 - Afternoon and night extended shifts double time after 2:00 a.m.

 - Section 17 - Remove in its entirety the language of Section 17 Pension fund and replace with “Effective July 1, 2022 the Town of Natick will contribute \$0.70/hr. to the Laborers’ International Union of North America National (Industrial) Pension Fund.”

- Article VIII Sick Bank
 - Revision of language to define the sick bank, its use, and how it would be replenished

Natick Facilities Management

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- Article IX Holidays
 - Added Juneteenth
 - Updated SAVE days based on four quarters

- Article XI Hours of Work
 - Simplified language to define shift start time including a third shift

- Article XIV Uniforms
 - Increase stipend to \$375
 - Updated Appendix B

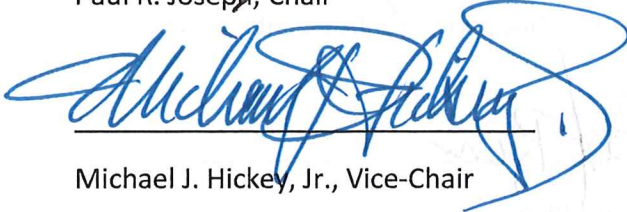
- General Language Updates
 - Cleaning up former language to help unify the document and the Facilities Department
 - Line by line review of document by union and management team

Their duly authorized officers and representatives on this ___ day of _____, 2022.

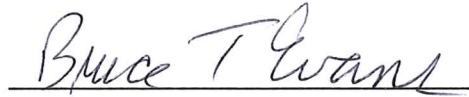
For The Natick Select Board:



Paul R. Joseph, Chair



Michael J. Hickey, Jr., Vice-Chair



Bruce T. Evans, Clerk



Kathryn M. Coughlin

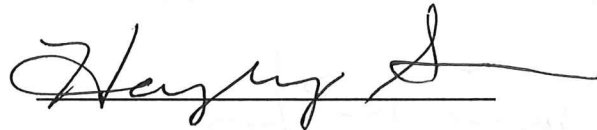


Richard Sidney

For The Natick School Committee:



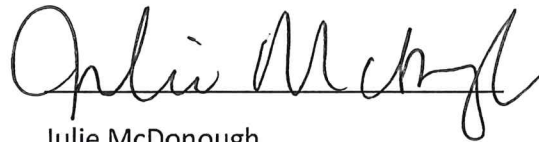
Cathi Collins, Chair



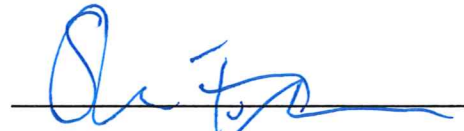
Hayley Sonneborn, Vice-Chair




Dr. Donna McKenzie, Clerk



Julie McDonough



Dr. Shai Fuxman



Catherine Brunell



Elise Gorseth

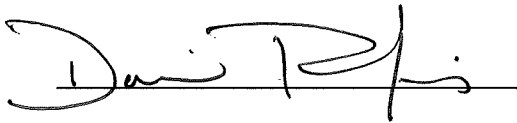
For The Maintenance And Custodians local #1116
Of The Laborers' International Union AFL-CIO:



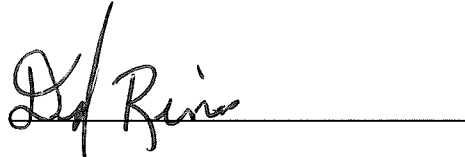
Shawn Mahoney, Field Representative



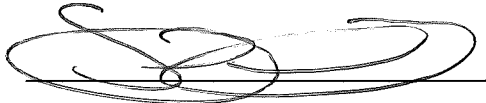
Kenneth Noonan, Vice President



David Rodrigues, Business Manager



Davis Rines



Shawn Gilbert