

**MEMORANDUM OF AGREEMENT  
BETWEEN THE WAYLAND SCHOOL COMMITTEE  
AND THE PUBLIC EMPLOYEES' LOCAL UNION 1116 –  
CUSTODIANS AND MAINTENANCE**

This Memorandum of Agreement is entered into this 22<sup>nd</sup> day of February, 2021 by and between the Wayland School Committee and the Wayland Custodians, Local 1116. The purpose of this Memorandum of Agreement is to extend the Collective Bargaining Agreement between the parties, which expired on June 30, 2020. To the extent that the Collective Bargaining Agreement is not modified by this memorandum, then said Collective Bargaining Agreement shall remain in full force and effect.

NOW THEREFORE, the parties do hereby agree to the following revisions/amendments/modifications to the Collective Bargaining Agreement which expired on June 30, 2020.

1. **DURATION:** July 1, 2020 – June 30, 2023 (3 years).
2. **ARTICLE II – SENIORITY, REDUCTION IN FORCE, HOURS OF WORK**

Section 4 – Transfers: Decrease the period in excess from five (5) consecutive days to two (2) consecutive days.

Section 7 – Snow Removal: Add: Either Facilities Manager or the Director of Public Buildings will assign overnight stays.”

Add to last sentence: “or the Director of Public Buildings.”

3. **ARTICLE VII – ASSIGNMENT OF OVERTIME**

Section 4: Add: Any overtime that is not covered by a Custodian in their assigned school or town building shall be offered to all members of the bargaining unit. Said overtime would be assigned to those members interested based on seniority, and the list will rotate.

4. **ARTICLE VIII – ECONOMIC BENEFITS**

Section 8 – Uniforms: The Wayland School Department requires that all employees covered by this Agreement wear a uniform to work. Members of the bargaining unit will have the choice to wear polo, short/long sleeve button down or tee shirts during working hours for their own personal comfort. Shirts are to be navy blue with the Town of Wayland logo. Shorts may also be worn for personal comfort as long as they look as described below. The annual uniform allowance shall be four hundred twenty-five dollars (\$425.00). Those employed as of July 1, 2016, will receive a one-time allotment of five (5) additional uniform shirts. Upon termination of employment with the Town, an employee shall return such clothing with the Town of Wayland logo.

Section 10: Increase from a two (2) hour minimum to a three (3) hour minimum.

Section 13 – Salary payments: Change “salary” to “wage”.

**5. SCHEDULE A - WAGES**

COLA:

July 1, 2020 – June 30, 2021 – 2% increase

July 1, 2021 – June 30, 2022 – 2% increase

July 1, 2022 – June 30, 2023 - 2.5% increase.

**6. NEW – ARTICLE VIII:**

Section 5: Personal Day: Grant one (1) day of leave without loss of pay for personal reasons. Must be used within the school year that it is earned. Will be issued at the beginning of the school year.

This Memorandum of Agreement was signed and sealed on this \_\_\_\_ day of February 2021.

Wayland School Committee

Public Employees' Local Union 1116-  
Custodians and Maintenance

Jeanne Downs 2/22/21

John P. S. O. 2.17.21  
John U. 2/17/21