

AGREEMENT

Between

THE BARRINGTON SCHOOL COMMITTEE

and

THE UNITED STEELWORKERS

AFL - CIO - CLC

LOCAL #14845/01, USW

Covering the period

July 1, 2013 - June 30, 2016

TABLE OF CONTENTS

ARTICLE	PAGE
I RECOGNITION AND UNION SECURITY.....	1
II PAYROLL DEDUCTIONS.....	3
III GRIEVANCE PROCEDURE.....	3
IV HOURS OF WORK.....	5
V HOLIDAYS & VACATIONS.....	6
VI BEREAVEMENT LEAVE.....	7
VII SICK LEAVE.....	7
VIII JURY DUTY.....	10
IX MILITARY DUTY.....	10
X SENIORITY.....	10
XI JOB VACANCIES.....	11
XII INSURANCE.....	11
XIII RETIREMENT.....	12
XIV WORKING CONDITIONS.....	13
XV MISCELLANEOUS.....	14
XVI WAGES.....	15

AGREEMENT 2014 - 2016

This agreement is made and entered into this 9th day of May, 2013 between the Barrington School Committee (hereinafter called the Committee) and the United Steelworkers, AFL-CIO-CLC (hereinafter called the Union.) This agreement will be effective as of July 1, 2013 and will continue and remain in full force and effect until June 30, 2016.

WITNESSETH

It being the mutual desire of the parties to continue to promote cooperation and harmony and to formulate rules to govern the relationship between the Committee and the Union, the parties agree as follows:

ARTICLE I

RECOGNITION AND UNION SECURITY

SECTION 1. The committee recognizes the Union for purposes of negotiation as the exclusive representative of all custodians and maintenance employees of the Barrington School System. The employer and the Union shall recognize and adhere to all state labor laws, rules and regulations.

SECTION 2. The provisions of the agreement shall constitute the mutual desire of the parties to continue to promote cooperation and harmony and to formulate rules to govern the relationship between the Committee and the Union for the duration hereof.

SECTION 3. The Committee agrees not to negotiate with any organization other than the Union, as long as the Union remains the certified representative of all custodians and maintenance employees.

SECTION 4. Despite reference herein to the Committee or the Union as such, each reserves the right to act hereunder by committee, individual member, or designated representative, professional or lay, whether or not a member. Each party will provide the other with a list of officers and representatives and will keep such a list up to date.

SECTION 5. The Union agrees to supply the Committee with an up-to-date list of memberships.

SECTION 6. All employees covered by this agreement shall have all rights under this contract upon the completion of the probationary period. This probationary period shall be six months. During the probationary period employees must authorize payroll deductions in accordance with Article II, Section 1, said deduction shall commence with the employees first payroll check.

SECTION 7. The Union recognizes that the Committee and its representatives have the right to expect a full day's work for a full day's pay within the limits defined in this agreement and within the regulations established by law. The Committee recognizes the right of the Union in its efforts to obtain improved conditions of work and improved work hour schedules in accordance with the terms of this agreement. The Union recognizes that the Committee has the right to expect the custodians to perform their duties in an efficient manner. Except as specifically otherwise provided for herein, nothing contained in this agreement shall be considered as limiting the Committee in any way in the exercise of regular and customary functions of management.

SECTION 8. The provisions of this agreement shall be applied equally to all employees in the bargaining unit without discrimination on the basis of race, color, national origin, disability, gender, age, religion, sexual orientation, marital status, or political affiliation. The Union shall share equally with the employer the responsibility for applying this provision of the agreement.

SECTION 9. Neither the Union, nor its staff and representatives, nor any employee shall instigate, engage in, support, threaten, encourage, or condone a strike, work stoppage or slow-down. If agreement on a new contract is not reached, the union agrees to work under the terms of the expiring agreement.

SECTION 10. Not later than January 30th of the calendar year in which this agreement expires, the Committee agrees to enter into negotiations with the representative of the Union.

SECTION 11. The Union will notify the School Committee of authorized stewards, which will not exceed two in number, and the areas of responsibility, which they cover.

SECTION 12. Union representatives of the United Steelworkers, AFL-CIO-CLC, shall be permitted to visit the buildings or operations during working hours.

SECTION 13. The Committee will allow the Union use of bulletin board space.

SECTION 14. All employees of the employer covered by this agreement who are members of the Union in good standing on the effective or execution date of this agreement, whichever is the later, shall remain members in good standing. All employees covered by this agreement and hired on or after its effective or execution date, whichever is the later, shall after six months following the beginning of such employment, become and remain members in good standing in the Union.

SECTION 15. All union officers and shop stewards within classification shall have automatic top seniority for the purpose of determining lay-off.

SECTION 16. Three members of the Local will be allowed to attend the annual LM-2 meeting with no loss of pay.

SECTION 17. This Agreement shall not cover, or apply to, temporary employees or employees who work less than fifteen (15) hours per week. A temporary employee is any employee who is hired to assist staff at peak times during the year, to work on special projects or replace bargaining unit employees on leave.

SECTION 18. In order to provide students enrolled in Industrial Technology classes with hands-on experiences, they shall be permitted to perform projects approved by the Superintendent or his designee.

ARTICLE II

PAYROLL DEDUCTIONS

SECTION 1. The Committee agrees to deduct from the wages of each employee who authorizes it in writing to do so such initiation fees and dues as the Union shall designate. A check off list setting forth the name and amount of dues deducted shall accompany the deductions when forwarded to the International Treasurer of the Union.

SECTION 2. Employees may elect to have deductions from their paychecks forwarded to the union chosen credit union so long as minimums of five (5) employees participate.

SECTION 3. Tax Sheltered Annuity. Employees will be eligible through payroll deductions to participate in a "Tax Sheltered" Annuity Plan established pursuant to United States Public Law 87-370 and in accordance with reasonable rules established by the Committee. Employees shall be notified of any changes to these rules.

ARTICLE III

GRIEVANCE PROCEDURE

SECTION 1. The purpose of the following grievance procedure shall be to settle equitably at the lowest possible administrative level issues, which may arise from time to time with respect to interpretation and/or application of this agreement. The Committee and the Union agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure. Grievances shall, in all cases, be presented in writing in not less than duplicate form, and shall be signed by the aggrieved employee. In the event that a grievance affects a group or class of employees, hereinafter called a general grievance, the Union may present the grievance.

SECTION 2. Grievances arising out of interpretation and/or application of this agreement shall be handled in the following order and manner.

LEVEL 1. An employee with a grievance, or the Union in the case of a general grievance, shall first discuss it with his/her appropriate supervisor, either directly or with a union representative, with the objective of resolving the matter informally. The supervisor's written disposition shall be returned to the employee and his/her representative, or the Union in the case of a general grievance, within three (3) working days of the presentation.

LEVEL 2. In the event a satisfactory settlement is not reached following the third (3rd) day as provided for in level 1, an aggrieved employee or his/her representative, or the Union in the case of a general grievance, may, within five (5) additional working days, present the grievance to the superintendent of schools or his/her representative. The latter shall grant a hearing to the aggrieved and/or his/her representative within ten (10) working days of the presentation and return his/her written disposition within ten (10) working days after the hearing.

LEVEL 3. In the event a satisfactory settlement is not reached following the tenth (10th) working day after the hearing, as provided for in level 2, an employee and his/her representative or the Union in the case of a general grievance, may, within five (5) additional working days, present the grievance to the School Committee. The School Committee shall grant a hearing to the aggrieved employee, or the Union in the case of a general grievance, with the steward accompanied by an international representative and may also be accompanied by the regional director within twenty (20) working days of the presentation to the committee. The Committee shall render within twenty (20) working days of such hearing a written disposition to the aggrieved employee and his/her representative or the Union in the case of a general grievance.

LEVEL 4. All grievances, which are not disposed of in level 1, 2 and 3, shall, if demanded in writing within thirty (30) calendar days after the answer of level 3, be disposed of by arbitration in the following manner:

- (1) The grieving party shall, after so notifying the committee, refer the issue to the American Arbitration Association.
- (2) The arbitrator shall be selected by the American Arbitration Association in accordance with its rules.
- (3) The arbitrator shall not be empowered to make any decisions amending, modifying, adding to or subtracting from the provisions of this agreement.
- (4) The Committee and the Union shall share equally the compensation and the expenses of the arbitrator.

SECTION 3. A grievance must be initiated within five (5) working days of the occurrence of the cause for complaint or if neither the aggrieved employee nor the Union had knowledge of said occurrence at the time of its happening, then within five (5) working days of the first such knowledge by either the aggrieved employee or the Union. Any grievance not filed or appealed to a higher level within the time limits provided for in this

agreement, shall be conclusively waived by reason of failure to process within the time limits provided.

SECTION 4. When it is necessary for a union steward and aggrieved employee to attend a grievance meeting or hearing during his/her normally scheduled work hours, He/she shall, upon notice to his/her supervisor, be released without loss of pay for the time required to attend the grievance meeting or hearing.

ARTICLE IV

HOURS OF WORK

SECTION 1. The workweek for all custodians and maintenance employees shall consist of five (5) days from Monday through Friday with each employee working eight hours per day for a total of forty hours per week. Custodians shall be paid an additional hour per day to serve as crossing guards when requested. The shift for all maintenance personnel will commence at 7:00 a.m. and end at 3:30 p.m. with one individual remaining for the mail at no cost to the district.

SECTION 2. The School Committee may employ part-time employees, individuals who work more than 15 hours per week. Part-time employees may not be used to replace full-time positions.

SECTION 3. During the summer school recess all custodians and maintenance employees shall commence work at 7:00 a.m. on Monday through Friday and work until 3:30 p.m. with lunch period of one-half hour. During the school year, hours of work for the second shift will begin at 3:00 p.m. All employees covered by this contract shall be entitled to a short break in the morning and afternoon.

SECTION 4. Employees who normally work the night shift will work a day shift during regular school vacation weeks and those days throughout the year when schools have been scheduled to be closed.

SECTION 5. Overtime shall be distributed as equally as possible among those employees in the same classification and building. Overtime workweek will be Sunday to Saturday and will be based on actual hours worked in excess of 40 hours. Double time shall be paid for work performed on Sunday.

SECTION 6. Contingent upon a custodian or custodians from a building accepting overtime. All overtime will be voluntary and distributed in accordance with administrative guidelines.

SECTION 7. An employee called back to work outside his regularly scheduled hours shall receive a minimum of two hours pay at the rate of time and one-half; provided, however, an employee shall not be compensated when he is called back outside of his regular working hours for the purpose of locking doors, closing doors, closing windows, turning off lights or any of his duties he may have neglected to fulfill prior to leaving the building at the close of his work schedule.

ARTICLE V

HOLIDAYS & VACATION

SECTION 1. The following holidays shall be paid holidays:

New Year's Day	Columbus Day
Martin Luther King, Jr. Day	National Election Day
Washington's Birthday	Armistice Day
Good Friday*	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Fourth of July	December 24
Victory Day	Christmas Day
Labor Day	December 31

Absence of an employee on a holiday which occurs while the employee is unable to work due to sickness shall not be charged to sick leave.

- * Good Friday will not be considered a holiday, if teachers and/or students are required to attend school on that day.

SECTION 2. Vacation Schedule.

YEARS IN SYSTEM	NUMBER OF PAID VACATION DAYS
1 - 5	15 Days
5 - 10	20 Days
Employees hired on or after July, 1 2010	
11 +	20 days
Employees hired on or before June 30, 2010	
11 +	25 Days

Whenever a holiday falls within a vacation period of an employee, such employee shall receive an additional day off with pay.

Fifty percent of each employee's vacation must be taken during the summer recess period.

All requests for vacation days must be submitted one week in advance to the Superintendent of schools or his designee. No more than one half of the employees from a building and/or shift may be on vacation at the same time.

ARTICLE VI

BEREAVEMENT LEAVE

SECTION 1. Employees who have finished their probationary period shall receive full pay for a period not to exceed four (4) calendar days from the date of death in the event of death in their immediate family. In the event that the funeral is held after the fourth calendar day from the date of death then in that event, the period shall be extended to five (5) calendar days from the date of death. Immediate family is defined as follows: Father, Mother, Stepfather, Stepmother, Wife, Husband, Brother, Sister, Son, Daughter, Mother-in-law, Father-in-law, Grandmother, Grandfather, Grandchildren, Brother-in-law, Sister-in-law, Daughter-in-law, Son-in-law, or any member of the employee's household. An employee shall be entitled to be absent without loss of pay on the day of the funeral for nieces, nephews, uncles, aunts and cousins.

SECTION 2. Individuals who have been employed for at least one (1) month but less than six (6) months, shall be entitled to be absent for one (1) day without loss of pay to attend the funeral of an immediate family member as defined in Section 1. Personal leave may be used if additional time is necessary or for the death of other than an immediate family member.

ARTICLE VII

SICK LEAVE

SECTION 1. At the beginning of each year a full-time employee who has completed at least one full year of employment shall earn seventeen (17) days of sick leave, 2 days shall be added to their bank at the beginning of the year and accrue sick leave at the rate of 1.25 days per month at the end of each month. Earned days shall be added to the individual's sick leave accumulation. First year employees shall begin with a bank of two (2) days and accrue sick leave at the rate of one and one-quarter working days at the end of each month of employment. No individual shall be allowed to accrue more than 120 days. Upon request of the Superintendent of Schools, an employee will furnish a certificate from a medical doctor for any absence due to sickness. Employees that take a leave of absence or separation of employment will earn days calculated on a prorate basis as defined above.

SECTION 2. Each full time employee in the bargaining unit will receive a payment of 75% of all sick leave above an accumulation of 120 days and that payment will be made each year after June 30th of that year.

SECTION 3. Employees shall be covered under the provisions of the Workers' Compensation Act of the State of Rhode Island. Whenever an employee is absent from work as a result of an on the job injury, he/she shall receive the difference between workers' compensation and his/her full salary by utilizing pro-rated accumulated sick leave at the rate of 1/2 sick leave day for each day absent for a maximum of one year or until accumulated sick leave is exhausted, whichever occurs first.

SECTION 4. Each employee may be allowed to use two (2) days of each year of sick leave for personal business, which cannot be conducted at any other time without loss of pay. Personal leave on the day preceding or the day following a holiday or vacation period shall be allowed only upon showing a valid cause to the Superintendent of Schools or his designee that a valid cause exists. The decision of the Superintendent or his designee shall be final and not subject to grievance. Requests for such leave must be submitted one (1) day in advance.

SECTION 6. Major Illness Bank

1. Employees covered by this contract, who have completed one year of service in Barrington are eligible for membership in the Major Illness Bank. The purpose of the Bank shall be for cases of major illness or accident.
2. Only employees who contributed to the Major Illness Bank for more than one year and are not receiving workers' compensation are eligible to apply for benefits without exception.
3. Initial membership in the Major Illness Bank requires a voluntary contribution of two (2) sick leave days within the first ten (10) school days of the opening of school.
4. Each year after the initial donation one (1) sick leave day shall be deducted automatically from each member.
5. Any employee who wishes to withdraw from the Bank must submit a written request to do so within ten (10) school days of the opening of school. An employee who withdraws will not be permitted to withdraw her/his contributed days.
6. The Major Illness Bank may be charged for sick leave required, in cases of major illness or accident, only after the employees individually accumulated sick leave and vacation leave has been exhausted, or thirty (30) consecutive working days of illness, whichever shall last occur.

7. The Major Illness Bank shall be administered by a committee consisting of three (3) members. Two (2) members of Local 14845/01 selected by the local and One (1) member selected by the Superintendent. The member selected by the Superintendent shall serve as chairperson.
8. Individuals requesting days from the Major Illness Bank must submit their request in writing to the Bank Chairperson.
9. In administering the Major Illness Bank, the committee may use such data and criteria as it may deem to be necessary to enable it to make its decision on an application, under this provision, including but not limited to:
 - (a) Adequate medical evidence of major illness or accident submitted by the applicant;
 - (b) Prior utilization of all eligible sick leave and vacation leave by the applicant;
 - (c) Physical examination of the applicant by a physician of her/his own choice at the expense of the applicant;
 - (d) The number of available days in the bank and other applications for grant therefrom.
10. The Bank shall not be charged more than 120 days for any one major illness or accident.
11. A copy of the action taken by the committee shall be forwarded to the President of the Association and filed in the employee's personnel folder.
12. The unused days remaining in the Major Illness Bank on June 30 of any school year may be carried over to the successive school year, provided that the Bank shall not exceed two hundred (200) days at the beginning of a school year.
13. The decisions of the aforementioned committee shall not be subject to the grievance procedure.
14. If an individual granted paid leave by the Major Illness Bank Committee subsequently returns from sick leave and thereafter suffers a recurrence of the same illness or a new illness, the Committee may waive the 30-day requirement if the period intervening between illnesses was inadequate to permit the individual to accumulate 30 days of individual paid sick or vacation leave.

ARTICLE VIII

JURY DUTY

SECTION 1. Employees who work the day shift shall be granted leaves of absent for required duty on the jury.

SECTION 2. Employees who begin work at 3:00 pm shall be granted a leave of absence for three hours for required duty on the jury. Such employees will begin work at 6:00 PM and allowed only one short break. Employees in this section who are assigned to a case, as a juror shall be granted a leave of absence for those days assigned.

SECTION 3. Employees, granted a leave for jury duty, shall receive that portion of their salary, which will, together with their jury pay, equal their total salary for that period.

ARTICLE IX

MILITARY DUTY

SECTION 1. Any regular full time employee who is a member of any reserve branch of the armed forces and who may be required to perform active military duties for a period of fifteen (15) days or less during the term of this agreement shall receive the difference by which his/her regular compensation may exceed the compensation paid by the state or federal government during the performance of his/her military service. The benefits provided herein for active military service shall apply to only one such period of fifteen (15) days or less during the term of this agreement and shall not apply to any period of active military service in excess of fifteen (15) days.

ARTICLE X

SENIORITY

SECTION 1. Seniority shall govern, as provided in Article XI, SECTION 1., in all cases of transfers to job openings within a classification. In the event of layoffs, the part-time person in the classification will be the first to be laid off. If the part-time person is not the junior person, the junior person will be the first to be laid off. Recalls to work will be in the reverse order within a classification to that in which they were laid off. The School Department will not hire new employees while there are employees with seniority on layoff for a period not exceeding the length of time the particular employee on layoff was employed prior to lay-off.

SECTION 2. Employees who leave the bargaining unit shall have their seniority frozen at the time of transfer but shall not accrue seniority while out of the unit. In the event he/she does return to the bargaining unit, he/she shall be credited with his/her frozen seniority.

ARTICLE XI

JOB VACANCIES

SECTION 1. All job vacancies shall be posted throughout the School Department and a copy of the bid notice will be given to the recording secretary of the Union. Seniority shall govern within the job classification and an employee desiring to fill a vacancy shall apply by signing his/her name to the official notice within three (3) days of the posting. If an employee is transferred to another job to fill a vacancy at his/her request, he/she shall not be eligible to bid for another job within his/her classification until a period of three months has elapsed from the time of such transfer. Seniority shall govern in the event that a person in a higher classification bids on a job in a lower classification.

ARTICLE XII

INSURANCE

SECTION 1. The School Committee will pay 85% of the cost of Barrington Medical Plan coverage (Individual or Family). The employee will pay the remaining 15%. For new hires as of July 1, 2007 the School Committee will pay 80% of the cost of medical plan described above and the employee 20%.

SECTION 2. The School Committee will pay 85% of the cost of Barrington Dental Plan coverage (Individual or Family), (level 1,2,3 and 4) with Student Rider to age 23 for all employees. The employee will pay the remaining 15%. For new hires as of July 1, 2007 the School Committee will pay 80% of the cost of dental plan described above and the employee 20%.

SECTION 3. Employee contributions to the cost of health care coverage shall be pre-tax to the extent provided by law, and, where necessary to comply with federal law, this Agreement will be amended to achieve that result; provided, however, that no additional expense to the School Committee is entailed.

SECTION 4. An employee may elect to waive the health and/or dental insurance plan coverage provided in Section 1 and 3 above. In such cases the employees shall be paid, on an annual basis two thousand five hundred (\$2,500) dollars for health insurance and two hundred fifty (\$250) dollars for dental insurance. An employee who makes such election may re-enroll in either or both such plans only on the plan anniversary date, provided, however, that an employee who has made such election because of duplicate coverage may re-enroll, as permitted by the carrier, immediately upon losing such duplicate coverage. Employees hired after 4/29/2013 shall be entitled to \$1,500. Payment shall be made at their prorated FTE.

SECTION 6. The Committee shall provide to all members in good standing term life insurance in the amount of \$20,000. (Effective July 1, 2010)

SECTION 7. The Committee will reimburse employees up to \$100.00 for eyeglasses broken in the performance of individual duties. This provision is limited to one pair of eyeglasses per fiscal year and does not include the costs of office visits and examinations.

SECTION 8. Employees working less than forty (40) hours per week shall have such benefits prorated, with the employer paying the portion of the premium determined by multiplying the premium by the ratio of the hours the employee works to forty (40) and the employee paying the balance of the premiums

ARTICLE XIII

RETIREMENT

SECTION 1. Employees hired prior to June 1, 2010 and who have completed ten (10) years of service in the Barrington School System and submits a letter of retirement two months prior to retiring under the State Municipal Employee System shall continue to receive medical insurance as described in Article XII Section 1 based upon the following:

Individuals who have completed ten (10) but less than twenty (20) years of service shall receive three (3) years of family coverage if eligible or seven (7) years individual or until such time as they are eligible for Medicare or other Federally subsidized programs whichever occurs first.

Individuals who have completed twenty (20) years of service shall receive five (5) years of family coverage if eligible or seven (7) years individual or until such time as they are eligible for Medicare or other Federally subsidized programs whichever occurs first.

SECTION 2. An employee who retires in accordance with section 1 above and has accumulated 90 days of sick leave shall receive a payment of one hundred fifty dollars (\$150.00) for each year of service in the Barrington School System. The maximum payment hereunder shall be \$1,500. Said payment shall be made during the last month of employment in the work year in which the employee is retiring.

SECTION 3. An employee who retires after January 1, 2002 will be eligible for non-compounded COLA in accordance with the State Municipal Employee System.

ARTICLE XIV

WORKING CONDITIONS

SECTION 1. Foul weather wear as determined by the Committee shall be provided at each school. Hard hats and two (2) pair of coveralls shall be provided to all maintenance personnel and replaced as needed.

SECTION 2. The School Department and the Union agree to cooperate to observe State and Federal safety regulations. A team of two (2) individuals will be assigned to any task involving the removal or installation of glass windows.

SECTION 3. No individual will be requested to perform work in other than his/her pay classification.

SECTION 4. Maintenance personnel who may be affected by exposure to the elements (rain, snow and extreme cold) and when we say extreme cold we mean twenty (20) degrees or less, supervisors will arrange schedules or assignments of the maintenance personnel to avoid unreasonable exposure.

SECTION 5. All maintenance duties will be assigned by the director of maintenance or central office personnel.

SECTION 6. Any employee who has a regular assignment in more than one school and who has to use his/her personal car for transportation will be reimbursed at the rate established by the School Committee.

SECTION 7. Employees in the Custodial II classification assigned to the Administration Office shall in addition to their regular duties perform such tasks as painting, moving, and assisting maintenance personnel. High School and Middle School employees classified as Working Foreman and Team Leader shall in addition to performing custodial duties, function as a maintenance person in their respective buildings.

ARTICLE XV

MISCELLANEOUS

SECTION 1. Tuition. All employees who have completed one year of employment shall be eligible for tuition reimbursement, subject to the conditions and procedure set forth in this Section.

1. Application for approval to take a course must have prior approval from the Superintendent of Schools.
2. The course must reasonably be related to the employee's job.
3. To receive tuition reimbursement the employee must attain a minimum grade of B.
4. Tuition reimbursement for any course will be limited to 50% of the cost of tuition not to exceed \$200.

ARTICLE XVI

WAGES

SECTION 1. The following hourly wage rates shall be in effect during the term of this contract.

Steps are based on continuous employment from the date of hire. Increases will take place one year from the date of hire.

		<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>
Maintenance	1	22.71	22.99	23.33
	2	24.64	24.95	25.32
Custodian II	1	21.87	22.14	22.47
	2	23.72	24.02	24.38
Working Foreman	1	21.87	22.14	22.47
	2	23.72	24.02	24.38
Team Leader	1	20.63	20.89	21.20
	2	22.01	22.29	22.62
Custodian I	1	18.23	18.46	18.74
	2	20.28	20.53	20.84

Employees hired after 4/29/2013 shall be paid under the hourly schedule as identified per the Bureau of Labor Statistics for

	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>
Working Foreman	20.47	20.73	21.04
Team Leader	18.76	18.99	19.27
Custodian I	13.15	13.31	13.51

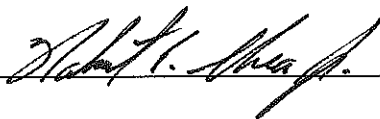
SECTION 2. A shift premium of \$.30 shall be paid to any employee who actually works on a shift starting on or after 3 p.m

SECTION 3. Employees shall have added to their hourly wage a longevity premium based upon the following schedule.

Continuous Years of Service	Amount
10	.30
15	.40
20	.50

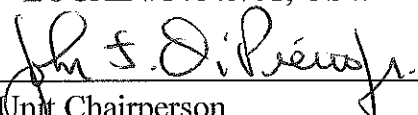
IN WITNESS WHEREOF, THE PARTIES HAVE HEREUNTO SET THEIR HANDS THIS 9th DAY OF May 2013.


BARRINGTON SCHOOL COMMITTEE:

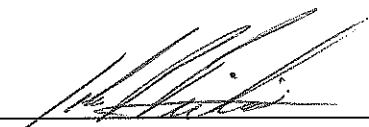
BY: 

UNITED STEEL WORKERS
AFL - CIO - CLC

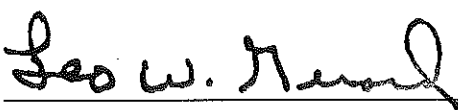
BY: COMMITTEEMEN
LOCAL #14845/01, USW

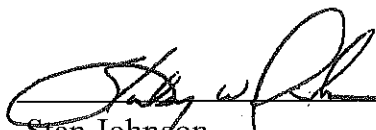

Unit Chairperson
John F DiPierro, Jr.

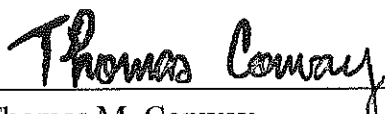

Recording Secretary
John A. Barbosa

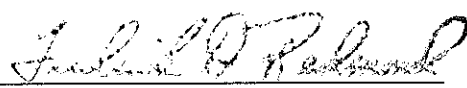

Unit Grievance
John P. Pinheiro

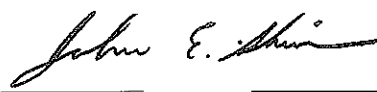
BY INTERNATIONAL OFFICIALS

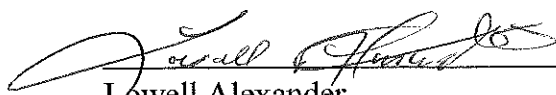

Leo W. Gerard
International President


Stan Johnson
International Secretary-Treasurer


Thomas M. Conway
International Vice-President (Administration)


Fred Redmond
International Vice-President (Human Affairs)


John E. Shinn
Director, District 4


Lowell Alexander
Staff Representative