

inspections language: Union proposes:

The Director of Custodial Services reserves the right to perform random building inspections without prior notification to the custodial staff. Inspections will take place in areas or parts of the building that should have been cleaned and maintained prior to students or staff arriving for the day, ***however no inspections will take place in a building on a day when there is insufficient staff coverage.*** ~~any areas or parts of the building that have not been scheduled to have a full day of dedicated coverage, or .~~ The inspection sheet will be used as a means to address or correct any deficiencies the custodian has in regard to the custodian's ability to perform the job. The inspection sheet ~~will~~ may cover multiple assigned areas throughout the building ~~per their job description,~~ and will be ***documented using an inspection form mutually developed by the parties.*** Areas of concern discovered during an inspection shall be documented in writing using the form and brought to the attention of the individual custodian, the Senior Building Custodian, and the Custodial Chapter Chairperson. ***The custodian shall be given sufficient time, training, and supports necessary to correct issues discovered during an inspection. The repeated failure of a custodian to address an area of concern may result in progressive discipline.*** ~~Once an inspection has been completed, a copy of the inspection sheet will be provided to the chapter chair and the custodian. A rating of below average in any particular area will result in a plan for improvement. Failure of a custodian to improve their performance may result in progressive discipline.~~