

TENTATIVE AGREEMENT PROPOSED FOR RATIFICATION
BETWEEN
PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES
(BUS DRIVERS AND ATTENDANTS UNIT)
AND THE
PITTSFIELD SCHOOL COMMITTEE

This **MEMORANDUM OF AGREEMENT** is entered into by and between the Pittsfield Federation of School Employees, Local 1315, American Federation of Teachers (AFT), AFT Massachusetts, AFL-CIO, Bus Drivers and Attendants Unit, (hereinafter, the “Federation”) and the Pittsfield School Committee (herein after the “District”).

WHEREAS, the Federation and the District entered into a collective bargaining agreement for the period September 1, 2017 through and including August 31, 2018; and

WHEREAS, the duly-authorized representatives of the Federation and the duly authorized representatives of the District have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement; and

WHEREAS, said representatives of the Federation and the District have, subject to ratification by the membership of the Federation and the District, agreed to a successor agreement for the period of September 1, 2018, through and including August 31, 2021;

NOW, THEREFORE, in consideration of mutual promises and covenants, the parties hereto agree as follows:

1. AMEND ARTICLE XXVIII – DURATION TO READ AS FOLLOWS:

ARTICLE XXVIII
DURATION OF CONTRACT

This AGREEMENT shall be effective September 1, ~~2017~~ **2018**, and will continue and remain in full force and effect through midnight, August 31, ~~2018~~ **2021**.

¹ Proposed changes are shown as follows: inserted/new language in ***bold italics***, and deleted language with a ~~strikethrough~~.

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2. WAGES

- A. EFFECTIVE SEPTEMBER 1, 2018: INCREASE ALL HOURLY PAY RATES IN EXHIBIT A BY ONE AND ONE-QUARTER PERCENT (1.25%).**
- B. EFFECTIVE SEPTEMBER 1, 2019: INCREASE ALL HOURLY PAY RATES IN EXHIBIT A BY ONE AND ONE-QUARTER PERCENT (1.25%).**
- C. EFFECTIVE SEPTEMBER 1, 2020: INCREASE ALL HOURLY PAY RATES IN EXHIBIT A BY ONE AND ONE-QUARTER PERCENT (1.25%).**
- D. AMEND EXHIBIT A – HOURLY PAY RATE SCHEDULE TO READ AS FOLLOWS:**

EXHIBIT A
HOURLY PAY RATE SCHEDULE

BUS DRIVERS	2018-2019	2019-2020	2020-2021
1-6 YEARS OF EMPLOYMENT IN THE BARGAINING UNIT	\$15.68	\$15.88	\$16.08
AFTER 6 YEARS OF EMPLOYMENT IN THE BARGAINING UNIT	\$16.47	\$16.68	\$16.89
AFTER 10 YEARS OF EMPLOYMENT IN THE BARGAINING UNIT	\$17.26	\$17.48	\$17.70
AFTER 15 YEARS OF EMPLOYMENT IN THE BARGAINING UNIT	\$18.03	\$18.26	\$18.49
BUS ATTENDANTS	2018-2019	2019-2020	2020-2021
1-6 YEARS OF EMPLOYMENT IN THE BARGAINING UNIT	\$11.28	\$11.42	\$11.56
AFTER 6 YEARS OF EMPLOYMENT IN THE BARGAINING UNIT	\$11.66	\$11.80	\$11.95
AFTER 10 YEARS OF EMPLOYMENT IN THE BARGAINING UNIT	\$12.04	\$12.19	\$12.34
AFTER 15 YEARS OF EMPLOYMENT IN THE BARGAINING UNIT	\$12.80	\$12.96	\$13.13

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This Memorandum of Agreement is subject to ratification by the Federation and the District. The Parties agree to use their best efforts to obtain ratification by their respective bodies.

Signed in duplicate this 25th day of April 2018.

**PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES
LOCAL 1315, AFT, AFT MASSACHUSETTS, AFL-CIO
(BUS DRIVERS AND ATTENDANTS UNIT)**

PITTSFIELD SCHOOL COMMITTEE

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