

PITTSFIELD FEDERATION OF SCHOOL EMPLOYEES

C U S T O D I A L   U N I T

P.O. BOX 2073

PITTSFIELD, MASSACHUSETTS 01201

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**GRIEVANCE TRANSMITTAL SHEET**

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TO:  
Ms. Colleen O'Brien  
Director of Bus Operations

FROM:  
Chrissy Bossana, Chapter Chairperson  
Bus Operations Unit

COMPANY:

Pittsfield Public Schools

10/5/2022

E-MAIL ADDRESS:

TOTAL NO. OF PAGES, INCLUDING COVER:

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2

PHONE NUMBER:

SENDER'S PHONE NUMBER:

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RE:

Grievance (Level I) – Bus Operations Unit  
Charter Runs

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URGENT     FOR REVIEW     PLEASE COMMENT     PLEASE REPLY     PLEASE RECYCLE

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NOTES/COMMENTS:

**Sent via E-mail**

Dear Ms. O'Brien,

The attached grievance forwarded to you at Level I. Regarding compensation for members of the bargaining unit who have been made to give up assigned Charter Work Assignments the Union does demand to bargain.

Chrissy Bossana, Chapter Chairperson  
Bus Operations Unit

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GRIEVANCE

Pittsfield Federation of School Employees  
Local 1315, AFT, AFT-MA, AFL-CIO  
(Bus Operations Unit)

-  
Pittsfield School Committee  
October 5, 2022

Statement of Facts: The Pittsfield Federation of School Employees (Bus Operations Unit), Local 1315, AFT-MA, AFL-CIO hereinafter referred to as the Federation, and the Pittsfield School Committee, hereinafter referred to as the District are parties to a collective bargaining agreement (CBA) which runs from September 1, 2022, through August 31, 2025. The CBA covers the terms agreed to by the parties with regard to the hours, wages, and other conditions of employment, including Charter Work Assignments (Charter Runs). A Charter Run is an additional work opportunity offered to qualified employees on a rotating basis. Article III, Section 6, paragraph F states: “*Once a Charter Work Assignment has been assigned to a Driver/Attendant, the Director of Bus Operations may not require a Driver/Attendant to change their assigned Charter Run, without the consent of the Driver/Attendant.*”. This is a class action grievance filed on behalf of all affected members of the bargaining unit, and these violations are on-going. The grievant in this matter is the Federation.

Provisions of the Agreement Violated, Misinterpreted, or Misapplied: With the start of the 2022-2023 school year the District has violate Article I: Recognition, Article III: Seniority, Assignments, Vacancies and Transfers, Article XIX: Handling of New Issues, and any other applicable article or section, when on or about September 12, 2022, they assigned a Charter Run to Doris Wood, a senior Bus Driver and member of the bargaining unit, and then informed Wood that she was not going to do the Charter Run due to a lack of staffing (an inadequate number of spare drivers). When the Union approached the employer regarding this matter and questioned how Wood would be compensated Ms. Colleen O’Brien, the Director of Bus Operations stated to the Chrissy Bossana, Chapter Chairperson of the Bus Operations Unit, “*if she was insistent on Wood being paid for her Charter Run, she (O’Brien) would contact the Pittsfield Public Schools Athletic Department and direct them seek alternative transportation for Charter Runs occurring before 4:00 PM.*”, essentially threatening to deny other members of the bargaining unit additional work opportunities by sub-contracting this work.

Relief Requested: The District must compensate Wood and all other similarly situated members of the bargaining unit consistent with Article III, Section 6. The District must bargain in good faith with the Federation over this matter pursuant to Article XIX: Handling of New Issues and cease the practice of threatening to sub-contract bargaining unit work in retaliation for the Federation advocating on behalf of its members, and all other actions required to make affected members of the bargaining unit whole in every way.

  
Christine Bossana (Oct 5, 2022 11:57 EDT)

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Chrissy Bossana, Chapter Chairperson  
Bus Operations Unit







# Grievance (Level I) - Charter Runs - 10.5.2022

Final Audit Report

2022-10-05

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