

**Fitchburg Housing Authority
&
AFSCME AFL-CIO LOCAL 2034 FHA Maintenance Employees**

WHEREAS, the Parties have entered into a collective bargaining agreement (Agreement) dated January 1st, 2020, to December 31st, 2022; and

WHEREAS, per Article 14, Section 3 of the Agreement states that every February the Authority and the Union agree to review employee's job classifications and after such review present any proposed changes to the FHA Board of Commissioners for review and approval at with the new wage rate(s) to be effective April 1st, 2021, along with the mandatory Massachusetts Department of Labor annual wage rate schedule; and

WHEREAS, the Parties reviewed all covered employees who have worked for more than one (1) year for the FHA and who are past their probationary and per the mandated annual Article 14, Section 3 review the following changes were agreed to:

Alex Cotto (DOH 11/09/2009) (\$1.06 Per Hour + 3.6% Change)

Current: Maintenance-Mechanic-Laborer-Custodian \$28.01

Proposed: Maintenance-Mechanic-Custodian \$29.07

Justification: Mr. Cotto per his immediate supervisor (Forman William MacDonald) has a higher skill level which would justify a higher paid classification.

Scott Stewart (DOH 12/27/2004) (\$1.69 Per Hour – 5.6% Change)

Current: Maintenance-Mechanic-Custodian \$29.07

Proposed: Maintenance-Mechanic-Laborer-Custodian \$28.01

Justification: Past practice that maintenance employees assigned to elderly complexes received a higher job classification due to the level of work and lower level of supervision required. Mr. Stewart has been reassigned from the Elderly to the Family Housing Program. This reassignment resulted in a reduction in duties and hence a new job classification at a lower rate of pay.

FHA Board Motion #2022- 004 Date: 2/23, 2022

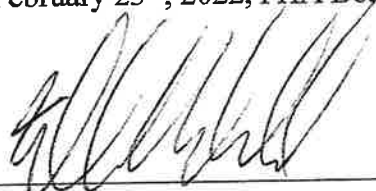
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WHEREAS, the above listed wage rates may be higher – or lower – based upon the Massachusetts Department of Labor wage rate schedule which is posted in March and goes into effect on April 1st.

NOW THEREFORE both Parties agree to the terms and conditions of this Motion and the Union agrees to be present when this motion is raised at the February 23rd, 2022, FHA Board meeting.



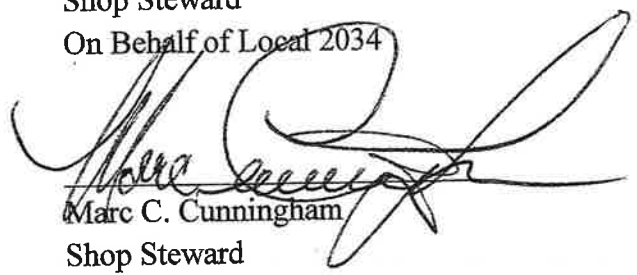
Douglas M. Bushman
Executive Director
On Behalf of the FHA



William F. MacDonald
Shop Steward
On Behalf of Local 2034



Andrew Skoog
Deputy Director
On Behalf of the FHA



Marc C. Cunningham
Shop Steward
On Behalf of Local 2034

