

Custodial Services Tentative Agreement

This agreement supercedes all previous agreements and is in effect as of the date of the signing of a successor agreement between FUE Local 35 and Yale University and through the duration of that successor agreement. The parties agree as follows:

- 1 Committee – Agree to formulate operational committees to address issues of concern for workers as well as managers. The outline as prepared by RAI will serve as the foundation for such committees.
- 2 Safety Shoes – Safety shoes will be a “required” part of the custodial uniform for those employees regularly assigned to the department. This does not include alternative work, casuals, students or temporary workers. The University will provide employees with a voucher to be used, at one or more vendors that are selected by the University, once a year for the purchase of steel toe, slip resistant safety shoes. The employees may upgrade the shoe given the University determined criteria at their own expense over the amount provided by the University. Employee’s, who cannot wear safety shoes for medical reasons, must produce a doctor’s note to that effect.
- 3 Ratio of Light Custodians – The side letter at the back of the contract will be replaced with the following: The University will maintain 1080 weekly hours of regularly scheduled Light Custodian hours in the Central/Science areas and 360 regularly scheduled weekly hours in the School of Medicine area. The University retains the right to staff building crews on the basis of operational needs.
- 4 Senior Custodian – The revised job description for Sr. Custodians is attached. If in the future, vehicles are necessary to assist custodial services in the performance of their duties, the Senior Custodian Job Description will be modified to include the requirement of a driver’s license. Incumbents who don’t possess a driver’s license will be exempted from this provision, but once obtained, they must insure that they maintain a valid license.
- 5 The school of medicine will create 6 or 7 new Senior Custodian positions for their newly formed work units. On a one time only basis: The selection of these Sr. Custodian positions will be upgrades from the existing staffing at the School of Medicine. The bidding shall be limited to those individuals already working at the Medical School. In the interest of finding the “best” qualified individual for these positions, a joint labor/management interview team will be formed to select by consensus the successful candidates. The Union will also participate in the explanation of the bidding process and a training program for the new Sr. Custodians to help ensure that they are successful.
- 6 School of Medicine Custodial Furniture/Equipment Movers will be upgraded to LG 10 and paid at the incumbent rate (\$19.08) and any other premiums to which they may be entitled. This increase will not have any effect on the furniture moving that is performed on the main campus under the LG7 Furniture Mover job title. The movers will be required to maintain Commercial Drivers Licenses and will be included in the pool of candidates subject to random drug testing. Incumbents not currently maintaining a CDL will be given two years to acquire a CDL, but will be candidates for drug testing effective on the signing of this agreement. When they are in possession of the CDL, they will be eligible to receive the 50-cent licensing premium.
- 7 Work Units - The school of medicine, after consultation with the Union, will create 6 or 7 new work units.

- 8 Department Steward – Section 12.2b shall be modified in the following manner:
In the Department of Custodial Services there shall be three (3) Department Stewards
(one for Residential Colleges and the Central Campus, One for the Science area and
one for the School of Medicine) who shall be allowed up to 4 hours per week with
pay from the University, for these purposes. The Aforementioned....
- 9 Rounds Persons – The parties have agreed to confer on the appropriate number of
rounds persons.
- 10 Health and Safety – Unit safety committees will be utilized, department wide, to
address issues of concern as they relate to workplace safety.
- 11 Floor Crews – The University may create floor-cleaning crews that may be scheduled
on the third shift. These positions would be LG3 Custodians.
- 12 Overtime – The parties will develop detailed overtime equalization procedures for the
future. Future overtime equalization discrepancies not covered by the procedures will
result in a change to the procedures and any remedy shall be prospective only and
shall be in the form of work opportunities, at a mutually convenient time, to make an
individual whole. In the event that there are intentional violations of the overtime
equalization procedures, the affected employees will be made whole. The current
overtime grievances at the School of Medicine are hereby considered settled and the
remedy shall be to offer the affected workers work opportunities to make them
whole.

For the Union

For the University

Robert Proto – President – date

Santo Galatioto – Sr. Labor Rep. - date

Meg Riccio – Chief Steward –date

Robert Young – Dir. C.S. Central – date

Mark Wilson – Dept. Steward – date

Rick Maffei – Dir.BS&O-date