

**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 the April meeting of the board with new wage rates to be effective April 1st, 2021; 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:

Douglas Carpenter (DOH 11/09/2009) (\$1.44 Per Hour – 5.2% Change)

Current:	Groundskeeper-Custodian-Aide	\$27.63
Proposed:	Maintenance-Mechanic-Custodian	\$29.07

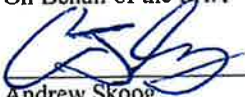
Justification: Past practice that maintenance employees assigned to elderly complexes received the higher job classifications due to the level of work and lower level of supervision required.

WHEREAS, the Union agrees to present this motion of the Parties at the April 28th, 2021 FHA Board meeting along with Management.



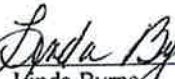
Douglas M. Bushman
Executive Director
On Behalf of the FHA

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



Linda Byrne
The FHA Chair

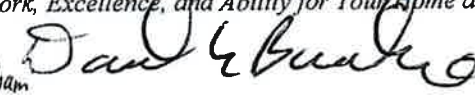
← William MacDonald

FHA Board Motion #2021-003 Date: April 28, 2021
Teamwork, Excellence, and Ability for Your Home and Family



Marc Cunningham

 Adam Goodwin