

10/24/03

Grounds Maintenance Agreement

The Federation of University Employees, Local 35, enters into this agreement, on the 6th day of June, 2002, with Yale University to address concerns of both parties regarding current and future plans associated with snow/ice removal and sanding operations. This agreement is in effect as of the date of the signing of an agreement between FUE Local 35 and Yale University and through the duration of that agreement. The parties agree:

Guidelines

- Snow/Ice removal and sanding operations shall be offered to Grounds Maintenance bargaining unit employees, except as noted further below. At management's discretion, and when all available Grounds Maintenance workers are engaged in work, the University may offer extra hours to other available Service and Maintenance workers for snow/ice removal purposes;
- Outside contractors shall complement the BU workforce in order to expedite snow/ice removal and sanding operations and to ensure the safety of pedestrians. Such subcontracted services shall normally include:
 - o hand-shoveling services to help clean entryway stairs and raised court areas inaccessible to snow plowing equipment;
 - o specialized services, such as services provided with equipment not owned by the University (larger equipment required for efficient cleaning of the larger parking lots; trucking of snow out of site, requiring large trucks and loaders; etc.)
 - o during larger snow storms, and upon review with the staff regarding worker fatigue after extended hours of work, outside contractors may be called in to further supplement the workforce;
 - o ready-mixed sand and salt supplies;
 - o other services that would be reviewed with the Union at least annually (refer to Process, below)

Process

- The Grounds Maintenance department encompasses five separate Areas. However, they will be incorporated into three Areas for meeting purposes (1) Central and Science, (2) Medicine, and (3) Golf Course/Athletic Fields.
- Management/Union snow/ice removal planning meetings are to be held annually, normally by mid October. These meetings will be held by Area and will include the Area manager, the Area Master Gardener and relevant Area staff in order to review:
 - o The list of parking lots, entryway stairs and raised courts that are to be subcontracted for snow/ice removal and sanding operations;
 - o Plans for maintenance and preparation of University-owned snow removal and sanding equipment with the goal of having the equipment ready for operation, normally by no later than November 15;
 - o Callback procedures, with a clear definition of University contact personnel for evaluation of campus weather conditions prior to initiation of any callback.

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- The day prior to a forecasted snow/ice storm, Area managers and staff are to quickly review any changes in work procedures, including potential impact of absent staff, and the expected callback timeline, if storm follows forecasts.
- After each significant storm, Area managers and staff will review the work just completed and address any problems that compromised staff and contractors' ability to efficiently perform the storm cleaning operation.

Contract Modification

With this agreement, Article 22, Section 22.5 Snow Removal, is modified as follows: "Sub-contractors will complement the work of grounds maintenance workers in accordance with the snow removal agreement that is incorporated herein by reference".

FOR THE UNION

FOR THE UNIVERSITY

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