

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE GREATER NEW BEDFORD REGIONAL VOCATIONAL TECHNICAL  
SCHOOL DISTRICT  
AND  
THE TEAMSTERS, LOCAL 59**

This Memorandum of Agreement (the “Agreement”) is made by and between the Greater New Bedford Regional Vocational Technical School District (the “District”) and the Teamsters, Local 59 (“Teamsters”). The Parties hereby agree as follows:

Whereas, the Teamsters have requested that the parties amend the contract to include reimbursement for the purchase of work-related clothing such as socks, shirts and pants in addition to shoes, and  
Whereas, the District has requested that the parties amend the contract to streamline the disciplinary notice process, and  
Whereas, the parties wish to address these two issues before successor contract negotiations begin,

NOW THEREFORE, upon the execution of this Agreement, the parties agree as follows:

1. **Article 3, Section H. Clothing Allowance** will be amended as follows:

By October 1st each custodian/maintenance **employee** shall submit receipts for reimbursement up to \$200.00 dollars for **work-related clothing and/or** footwear. The footwear / sneakers to be worn by the staff shall contain nonskid type soles **and all work-related clothing must be suitable for performing the employee’s job responsibilities.** Smooth and substandard footwear shall be removed and replaced with new nonskid footwear. **Employees who are not at work at the time of reimbursement due to a work-related or an nonwork-related extended illness/injury will be reimbursed within 30 days of upon their return to work.**

2. **Article 15, Complaints and Discipline, Article C, Notice and Hearings,** paragraph one, will be amended as follows,;

Prior to imposing a suspension or discharge upon an employee for disciplinary reasons, the District shall provide the employee with a written notice of the reasons for such action. Within 7 days of such notice the employee may request a meeting with the Superintendent-Director, at which the employee may be represented by a Union representative or an attorney, and at which the employee or his/her representatives may present evidence or other information relevant to the proposed discipline. **However, the meeting with the Superintendent-Director must be held within 10 days of the date of the original notice.** The Superintendent-Director shall issue a written determination after such meeting. Failure to request the meeting waives this process.

3. This Agreement sets forth the entire agreement and understanding of the Parties and supersedes all prior agreements and understandings of the Parties, if any, whether oral or written. This Agreement shall not modify any other provision of the parties’ contract or be used in any other matters that may arise between the parties.

FOR THE TEAMSTERS, LOCAL 59

Paul Brown

Date: 9/26/23

FOR THE GREATER NEW BEDFORD  
REGIONAL VOCATIONAL TECHNICAL SCHOOL  
DISTRICT

[Signature]

Date: 9/26/23