

Framingham Professional Union
Collective Bargaining Agreement
July 1, 2017 – June 30, 2020

AGREEMENT
BETWEEN
THE TOWN OF FRAMINGHAM
AND
FRAMINGHAM PROFESSIONAL UNION
SEIU, LOCAL 888
Effective
July 1, 2017 – June 30, 2020

INDEX

Article 1:	Recognition	1
Article 2:	Management Rights	1
Article 3:	Union Security	2
Article 4:	Committee on Political Education	2
Article 5:	Union Rights	2
Article 6:	No Strike	3
Article 7:	Seniority	3
Article 8:	Probationary Period	3
Article 9:	Personnel Records	4
Article 10:	Health Insurance	4
Article 11:	Work Hours	4
Article 12:	No Smoking	5
Article 13:	Vacancies	6
Article 14:	Reduction in Force	6
Article 15:	Grievance Procedure	7
Article 16:	Performance Evaluation	8
Article 17:	Leaves of Absence	8
Article 18:	Holidays	9
Article 19:	Longevity	10
Article 20:	Sick Leave	10
Article 21:	Sick Leave Buyback	11
Article 22:	Sick Leave Bank	12
Article 23:	Vacation	13
Article 24:	Non-Discrimination	14

Framingham Professional Union
Collective Bargaining Agreement
July 1, 2017 – June 30, 2020

Article 25:	Education	14
Article 26:	Certifications, Licenses, Professional Affiliations & Professional Development	14
Article 27:	Labor/Management Committee	15
Article 28:	Wages	15
Article 29:	Protective Clothing & Gear	16
Article 30:	Job Classification	16
Article 31:	Sub-Contracting/Regionalization	17
Article 32:	Bi-Weekly Pay	17
Article 33:	Customer Service and Ethics Policy	17
Article 34:	Severability and Waiver Provisions	17
Article 35:	Duration	17
Attachment A: Wage Table 7/1/2018		
Attachment B: Wage Table 7/1/2019		
Attachment C: Wage Table 7/1/2020		

INDEX

Article:	Subject:	Page:
Article 32:	Bi-Weekly Pay	17
Article 26:	Certificates, Licenses, Etc.	14
Article 33:	Customer Service/Ethics Policy	17
Article 35:	Duration	17
Article 25:	Education	14
Article 15:	Grievance Procedure	7
Article 10:	Health Insurance	4
Article 18:	Holidays	9
Article 30:	Job Classification	16
Article 27:	Labor/Management Committee	15
Article 17:	Leaves of Absence	8
Article 19:	Longevity	10
Article 2:	Management Rights	1
Article 24:	Non Discrimination	14
Article 12:	No Smoking	5
Article 6:	No Strike	3
Article 16:	Performance Evaluation	8
Article 9:	Personnel Records	4
Article 4:	Political Education Fund	2
Article 8:	Probationary Period	3
Article 29:	Protective Clothing & Gear	16
Article 1:	Recognition	1

Framingham Professional Union
Collective Bargaining Agreement
July 1, 2017 – June 30, 2020

Article:	Subject:	Page:
Article 14:	Reduction in Force	6
Article 7:	Seniority	3
Article 34:	Severability/Waiver	17
Article 20:	Sick Leave	10
Article 22:	Sick Leave Bank	12
Article 21:	Sick Leave Buyback	11
Article 31:	Subcontracting/Regionalization	17
Article 5:	Union Rights	2
Article 3:	Union Security	2
Article 13:	Vacancies	6
Article 23:	Vacation	13
Article 28:	Wages	15
Article 11:	Work Hours	4
Attachment A:	Wage Table 7/1/2018	
Attachment B:	Wage Table 7/1/2019	
Attachment C:	Wage Table 7/1/2020	