

# **AGREEMENT**

**Between**

UNITED BUILDING SERVICES INC

**At**

**Harvard University**

**And**

**SERVICE EMPLOYEES' INTERNATIONAL UNION**

**LOCAL 615**

**November 15, 2005 through November 15, 2011**

## AGREEMENT

### Parties to the Agreement

Agreement made this 26 day of June 2006 by and between United Building Services Inc., their subsidiaries, their successors, and assigns, (hereinafter called the "Employer") and Service Employees' International Union, Local 615, (hereinafter called the "Union"). This Agreement supersedes all previous agreements, side letters, letters of understanding and other similar documents and represents the entire agreement between the parties.

The Employer agrees to be bound by the 2002 Maintenance Contractors Agreement with the Union and any successor Agreement.

### Article 1

#### Recognition

- 1.1 The Employer recognizes the Union as the exclusive bargaining agent for the purposes of collective bargaining for all of its employees who perform janitorial services at the facilities of Harvard University, Cambridge, Massachusetts (hereinafter called the "University"); in the classifications of janitor, porter, utility cleaner, crew chief, assistant crew chief and lead cleaner but exclusive of:
- a. All executive, salaried supervisors, sales employees, clerical employees, students, casuals, and temporary employees.
  - b. Hourly paid supervisors, foreperson.


An hourly paid supervisor or foreperson is defined as an employee with the authority to hire, discharge, discipline, or otherwise effect changes of the status of employees on a job where six (6) or more employees are employed, including the working foreman.

Article 32

Duration of Agreement

31.2 This Agreement shall become effective on the 15<sup>th</sup> day of November 2005 and shall remain in effect through November 15, 2011 and from year to year thereafter unless and until either party gives notice in writing to the other at least sixty (60) days prior to October 15, 2011 of any succeeding year that it desires to modify or terminate this Agreement.

*In Witness Whereof*, we have hereunto severally set our hands and seals this 26 day of June, 2006.

By:   
Victor A. Silva

Title: Owner

Date: 6-26-06

Service Employees International Union  
Local 615

By: 

Title: Secretary Treasurer

Date: 6/30/06

**Side Letter "B"**

**Joint Steward-Supervisor Training**

The parties agree to sponsor a joint steward-supervisor training on this Collective bargaining Agreement within 90 days of its effective date. The training will include a complete review of the Agreement to ensure the effective implementation of the Agreement.

By: *Victor A. Silva*

Title: *owner*

Date: *6-26-06*

**Service Employees International Union**

**Local 615**

By: *[Signature]*

Title: *Secretary Treasurer*


Date: *6/30/06*

**Training**

Management will provide all custodians assigned to primary moving tasks – as identified above – with appropriate training to safely lift and move heavy objects, and properly operate assistance devices include two wheelers, dollies, and furniture lifts.

**Equipment**

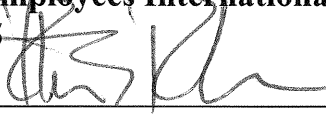
Management will provide appropriate assistance devices for moving heavy objects whenever safety concerns dictate.

By:   
Victor A. Silva

Title: Owner

Date: 6-26-06

**Service Employees International Union  
Local 615**

By: 

Title: Secretary Treasurer

Date: 6/30/06