

**LINCOLN PUBLIC SCHOOLS DISTRICT (LPSD)
AND
AFSCME COUNCIL 93, AFL-CIO**

VOLUNTARY RECOGNITION AGREEMENT

The parties to this Agreement are the Lincoln Public School District (“LPSD”), an Employer as defined in G.L. c. 150E, § 1 and AFSCME Council 93, an Employee Organization as defined in G.L. c. 150E, § 1.

The LPSD agrees to voluntarily recognize the Union as the exclusive bargaining representative for all full-time and regular part-time Food Service Managers, Cooks, and Cashier/Workers. Employees of the LPSD in the identified job classifications listed above and included in the joint recognition clause attached hereto as Exhibit A and the joint list of names and titles to be included in the recognized bargaining unit attached hereto as Exhibit B: Excluding irregular, seasonal, managerial, positions that require less than 15 hours a week, and otherwise excluded employees.

The parties acknowledge that the employer has met its posting obligations as articulated in 456 CMR 14.06(5)(b).

The parties agree that upon execution of this Agreement by both parties, AFSCME shall become the Recognized Employee Organization of the above-described unit.

The Employer agrees that upon execution of this Agreement, in accordance with the applicable provisions of 456 CMR 14.06(5)(a) – (e), it shall file a copy of this Agreement with the Massachusetts Department of Labor Relations, and shall state in its cover letter to the Department that: (a) the employer believes in good faith that the employee organization has been freely chosen

as representative of the majority of the employees in the instant unit and (b) that AFSCME Council 93 is in compliance with the filing requirements set forth in G.L. c. 150E §§ 13 and 14, as the Council met those requirements in February of 2022.

LINCOLN PUBLIC SCHOOLS DISTRICT

AFSCME COUNCIL 93

By: _____
John MacLachlan,
Chairperson, Lincoln School Committee

By: _____
Dan Morse,
Assistant Director of Field Services
and Organizing

Dated: _____

Dated: _____

APPROVED AS TO LEGAL FORM

Labor Counsel

Dated: _____

Exhibit A

The Employer recognizes the Union as the exclusive representative of those regular full-time and part-time employees employed in the positions with the following titles: Food Service Manager, Cook, and Cashier/Worker, for the purposes of collective bargaining in respect to the rates of pay, wages, hours of employment and their conditions of employment, excluding irregular, seasonal, managerial positions that require fewer than fifteen (15) hours a week, and otherwise excluded employees.

Exhibit B
Joint List of Names & Titles

NAME	POSITION
Everett, Christian	Cashier/Server
Gomez, Ivet	Cashier/Server
Hillson, Sandra	Manager
Lochrie, Jacob	Cashier/Server
Marcellus, Jean	Cashier/Server
McLain, Heather	Cashier/Server
Ruiz, Lismary	Cashier/Server
Saddler, Heidi	Cashier/Server
Saulnier, Steven	Manager
Suden, Alexis	Cook
Watson, Jordan	Cashier/Server
White Gaines, Tonia	Cook
Young, Andrea	Cashier/Server

Lincoln Public Schools District ("LPSD")
AND
AFSCME COUNCIL 93, AFL-CIO


NOTICE OF INTENT TO GRANT EXCLUSIVE RECOGNITION

Now comes the Lincoln Public Schools District ("LPSD"), an Employer as defined in G.L. c. 150E, § 1 and hereby provides public notice to all persons of its intent to grant exclusive recognition without an election to AFSCME Council 93, Employee Organization as defined in G.L. c. 150E, § 1.

Such recognition shall cause AFSCME Council 93 to become the Recognized Employee Organization of a unit comprised of certain positions within the LPSD. The titles of those positions are:

Food Service Manager
Food Service Cook
Food Service Cashier/Worker

In accordance with the provisions of 456 CMR 14.06(5)(b), this notice is to be posted on bulletin boards where notices to employees are normally posted between January 17, 2023 and February 5, 2023.


For the LPSD

Date: 1/13/2023