Memorandum of Understanding
between
Bates Professional Technical Employees
and
Bates Technical College

February 13, 2013

The College and the Union mutually agree that special consideration of and separate terms governing
the use of temporary hourly employees are necessary to meet unique position demands of the Intake
Specialist for the Fire Service Program at Bates Technical College.

Currently, Bates Technical Fire Service Program does not have adequate permanent employees to
provide the highly specialized testing services required by local Fire Departments. Currently, the local
Fire Departments request these services from Bates Technical College on an as-needed basis and there
is no consistency in how often or to what extent this service is needed. Due to the specialized nature of
the training and experience of individuals qualified to perform this duty, as well as the unique time
requirements, the College must provide coverage in the following manner:

Hire a temporary hourly employee to augment permanent staff for an undetermined amount of
time weekly from a small pool of specialists in the area who wish to work on an “on-call” or
casual basis.

For the purposes of this MOU, the Fire Service Intake Specialist Seasonal position shall be exempt from
the usual limitations on temporary hourly employees which exist in the CBA (section 1.6.2).

This memorandum shall be reviewed annually by all parties to ensure the ongoing need for the MOU, as
well as any potential modifications.

PTE

[Signature]
Becky Welch, Union Vice President

[Date]

For Bates Technical College

[Signature]
Geof Kaufman, Interim Manager of
Human Resources

[Date]