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

December 5, 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 the mission and goals of KBTC.

Currently, KBTC does not have adequate permanent employees to provide quality engineering checks on all shifts during which the station broadcasts. Also, there are no qualified candidates with the desire or availability to work the 12 hours consistently. 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 station must provide coverage in the following manner:

1. Hire temporary hourly employees to augment permanent staff for approximately 12 hours weekly from a small pool of specialists in the area who wish to work on an “on-call” or casual basis.
2. This same group of employees is qualified for and the best method of covering for permanent employees who take vacation, personal, or sick leave.

For the purposes of this MOU, only the KBTC Engineer positions 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

Michelle McElvain, Union President

Date

For Bates Technical College

Geoff Kaufman, Director of Human Resources

Date