

MEMORANDUM OF AGREEMENT
BETWEEN THE
WESTFIELD SCHOOL COMMITTEE
AND THE
WESTFIELD LUNCH ASSOCIATION

WHEREAS, the Westfield School Committee (hereinafter referred to as "Westfield") and the Westfield Lunch Association (hereinafter referred to as "WCMA" or "Union") desire to have a change in the uniform policy beginning with the 2017-2018 school year pursuant to the terms and conditions of the collectively bargained agreement;

NOW THEREFORE, the parties hereby agree to the following terms, conditions and understandings:

1. Pants should be loose fitting and may be black, khaki or navy blue. White pants would no longer be allowed during the school year. While the academic year is not in season, i.e. summer school, wearing of white pants would be take on a case by case basis.
2. Shorts should be loose fitting and may be black, khaki or navy blue with the hem at or below the knee may be worn with hose or ankle socks only during the month of June 2018. All parties agree after the conclusion of the 2017-2018 school year to meet to determine whether or not the wearing of shorts will continue beyond June 2018.
3. Shirts should be white and either a polo, button down or scrub. A School Food Service badge shall be provided by Westfield and shall be attached to the left arm of the white shirt. Shirts should be clean and crisp without any tears/rips and shall cover the midriff of the lunch worker.
4. Aprons shall be blue bib style with the School Food Service emblem. Westfield will provide two (2) aprons per member.
5. Holiday shirts could be worn for the following holidays: Valentines' Day; Memorial Day; Veterans' Day; Thanksgiving Day; and Christmas/Winter holiday. The wearing of a holiday shirt should be permitted on the day of the holiday or the school day immediately preceding the holiday. Holiday shirts should be clean and crisp without any tears/rips and shall cover the midriff of the lunch worker. Holiday shirts are not subject to uniform allowance. The wearing of a holiday shirt is at the discretion of the lunch worker. If said holiday shirt is worn, aprons will still be required for cooking and serving when holiday shirts are worn.
6. Lunch workers have the option of participating in four (4) school wide specialty days (e.g. school spirit day; field day) per academic year. The wearing of a school wide specialty shirt should be permitted on the day of the school wide event. Specialty shirts should be clean and crisp without any tears/rips and shall cover the midriff of the lunch worker. Specialty shirts are not subject to uniform allowance. The wearing of a specialty shirt is at the discretion of the lunch worker. If said specialty shirt is worn, aprons will still be required for cooking and serving when specialty shirts are worn.

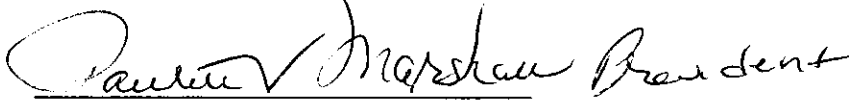
This Memorandum of Agreement is only intended to address the change in uniforms described above and is not designed to, or otherwise alter the terms and conditions of the Collectively Bargained Agreement. This Memorandum of Agreement shall not set practice or precedent on either party.

FOR THE
WESTFIELD PUBLIC SCHOOLS



Dated: 5-21-18

FOR THE
WESTFIELD LUNCH ASSOCIATION



Dated: 5/15/18