Memorandum of Understanding (MOU)
Between
American Federation of State, County and Municipal Employees (AFSCME) Local 1148
And
The City of Springfield

Regarding: Transition from Apprenticeship Program to In-House Training Program for Maintenance Technicians

1. Introduction:
This Memorandum of Understanding (MOU) outlines the agreement between the American Federation of State, County and Municipal Employees (AFSCME) Local 1148 and the City of Springfield (City) regarding the transition from the existing apprenticeship program for the Maintenance Technician position to an in-house training program.

2. Purpose:
The purpose of this MOU is to establish the framework and guidelines for the transition from the current apprenticeship program to an in-house training program for Maintenance Technicians employed by the City.

3. Transition Plan:
AFSCME and the City agree to collaborate on the development and implementation of a comprehensive transition plan. This plan will include, but not be limited to:

a) Identifying the key components of the existing apprenticeship program.

b) Designing an in-house training curriculum that closely aligns with the job skills needed by an effective workforce.

c) Establishing timelines for the transition, including the phasing out of the apprenticeship program and the full implementation of the in-house training program.

d) Providing support and resources for current apprentices to successfully complete their training and transition to the new program.

e) Ensuring that all affected Maintenance Technicians are informed and involved throughout the transition process.

4. Training Program Development:
AFSCME and the City of Springfield agree that the current Maintenance Trades Apprenticeship and Training Committee will transition into a Training Committee responsible for the development and oversight of the new in-house training program. This committee will be comprised of representatives from both parties and will be responsible for:

a) Designing the curriculum and course materials for the in-house training program.

b) Selecting and training instructors to deliver the training.

c) Evaluating the effectiveness of the training program and making adjustments as needed.

d) Ensuring that the training program complies with all relevant laws, regulations, and industry standards.

5. Evaluation and Review:
AFSCME and the City agree to conduct regular evaluations of the in-house training program to assess its effectiveness and identify areas for improvement. These evaluations will include feedback from Maintenance Technicians who have completed the training as well as input from supervisors and other stakeholders.

6. Implementation:
This MOU shall take effect upon signature by both parties and shall remain in effect until terminated by mutual agreement. Any modifications or amendments to this MOU must be made in writing and signed by authorized representatives of both parties.

For the City

Chaim Hertz
Human Resources Director

Brian Conlon
DPW Operations Director

For AFSCME

Monica Bielski Boris
Council 75 Representative

Heath Dilley
Local 1148 President