

***COLLECTIVE BARGAINING
AGREEMENT***

between the

STATE OF NEW HAMPSHIRE

and the

**STATE EMPLOYEES' ASSOCIATION
of NEW HAMPSHIRE, INC.,**

Service Employees International Union

Local 1984

**Education and Employment Security
Sub-Unit Agreements**

2017 – 2019

Article XXVIII
EDUCATION

- 28.1. The Department of Education's policies and Affirmative Action Plan shall be accessible to all employees via the agency intranet and the agency Human Resources office.
- 28.2. The Employer and the Association will establish a committee for the purpose of developing and implementing a mutually agreeable departmental employee educational policy. Topics for this committee shall include the staff development, educational leave, and Sabbatical programs, along with funding measures and procedures.
- 28.3. Whenever physical conditions in any office building leased or owned by the Department, presents a safety or health risk to the well-being of employees, the steward shall have access to the Commissioner, or a designee of the Commissioner, relative to establishing alternative work arrangements or closure of said offices for the affected employees without loss of pay or benefits.
- 28.4. Employees shall be provided with an identification card bearing their photograph to be worn by the employee and visible. These cards shall be laminated and provided at no cost to the employee.
- 28.5. The Employer shall make every reasonable effort to provide break areas within space available and ensure that employee break areas, rest rooms, work areas, and meeting rooms are maintained, cleaned and hygienic. The Parties understand that the employees share responsibility to ensure that break areas, rest rooms, work areas, and meeting rooms are maintained, cleaned and hygienic.
- 28.6. The Employer agrees to maintain open communication with unit employees. Decisions affecting employees and/or the day-to-day work of the Department of Education shall be shared with employees through one of the following communications tools, depending upon subject matter and circumstance:
 - a. Email notification to selected employees appropriate to the topic being discussed;
 - b. Email notification to all employees on issues that affect the entire Department of Education;
 - c. Staff meetings called at the discretion of the Employer.

Article XXIX
EMPLOYMENT SECURITY

- 29.1. The Employer and the Association agree to maintain a Unit Labor Management Committee. The composition of the Unit Labor Management Committee, its agenda and the frequency of its meetings shall be decided by the Committee.

The provision shall expire June 30, 2019.

The Parties agree that, notwithstanding the provisions of Section 21.1, the effective date of this Agreement is October 06, 2017.

IN WITNESS WHEREOF, the Parties hereto by their authorized representatives have executed this contract as dated below.

Christopher T. Sununu 10/4/17
Christopher T. Sununu, Governor Date
State of New Hampshire

Rich Gulla 10/2/17
Rich Gulla, President Date
State Employees' Association of NH,
SEIU Local 1984

Matthew Newland, Chair
State Negotiating Committee

Jim Nall, Chair
SEA Negotiating Committee

Tom Manning,
Assistant Secretary of State

Randy Hunneyman
SEA Negotiator

Mike Wilkey,
Director Compliance and Consumer Services
Department of Insurance

SEA Sub Unit Negotiating Committees

John Beardmore,
Commissioner
Department of Revenue Administration

Department of Education
Tamara Feener
Stan Freeda
Aaron Hughes

Rich Lavers,
Deputy Commissioner
Department of Employment Security

Department of Employment Security
Kenneth Muske
Elizabeth LeMere
Stuart West

Deborah Pendergast
Director Fire Standards and Training and EMS
Department of Safety