Expectations for Tonight

• A quorum is not necessary, there is no need for a vote.
• We are here to discuss the recommendations of the fact finder.
• We are here to answer questions before you vote on accepting or rejecting the fact finder’s recommendations.
• Ask questions at the microphones at the end of the presentation.
Background

Approximate number of represented employees in each bargaining unit:

- SEA: 8,700
- New Hampshire Troopers Association (NHTA): 300
- Teamsters: 300
- New England Police Benevolence Association (NEPBA): <100

Together, these unions are required to enter each phase of bargaining together (negotiations, mediation, fact finding).
Timeline Recap

• The governor’s bargaining team and unions began master contract negotiations in December 2018
• The unions declared impasse in February 2019
• Mediation occurred on April 17, 2019 and lasted less than a day. No agreement was reached.
• The State and unions agreed on a fact finder thereafter.
NH Labor Law

• RSA 273:A-12 a neutral party chosen by the parties shall make and report findings of fact together with recommendations for resolving each of the issues remaining in dispute, which findings and recommendations shall not be made public until the negotiating teams shall have considered them for 10 days.
Fact Finding

- Fact Finding meetings between all unions and the State occurred on August 1 and August 6, 2019.
- The fact finder’s report was delivered to union representatives and the State at close of business on November 12. Each union received their own fact finder’s report.
- The 10 day period began November 13.
On November 21\textsuperscript{st}, the unions and the governor’s bargaining teams met.

The governor’s bargaining team stated that they agreed with the NEPBA, NHTA, and SEA reports except for the fact finder’s wage recommendation.

The state verbally offered two 1.16\% wage increases to these unions.

The governor’s bargaining team agreed fully with the fact finders report for the Teamsters (representing corrections officers).
Fact Finding (cont.)

• SEA responded with written proposals to the governor’s bargaining team which mirrored the fact finder’s recommendations, including wages.

• The State declined the proposals, stating that it was all or nothing.

• NHTA, NEPBA, and SEA stated that they agreed with the recommendations of the fact finder and the state disagreed. No agreements were reached with these 3 unions.
Important Information:

• As a member, you will soon be asked to vote on the fact finder’s recommendations.

• 12/6/19 – postcards will be sent to members

• 12/13/19 – ballots will be sent to members

• 1/3/20 – ballots due back

• The following slides outline the proposals brought by both sides to fact finding and are in the same order as laid out in the fact finder’s report.
State’s proposal:
• One time payment of $250 on January 1, 2020
• 1% raise effective on January 1, 2021

SEA’s proposal:
• 4% effective when contract signed
• 4% effective on January 1, 2021

FACT FINDER DOES NOT RECOMMEND EITHER PROPOSAL
Fact Finder Recommendations
WAGES (cont.)

• Fact Finder recommends:
  • 2.86% effective when contract signed, but no later than January 1, 2020
  • 1.16% effective July 1, 2020

• “…to assure the carefully calculated wage recommendation for the current contract achieves the intended fair and appropriate adjustment to employee wages, the wage increases for the current contract must be 2.86% for the first year and 1.16% for the second year.”
WAGES

• Corrections Officers and Corporals, represented by the Teamsters, accepted the fact finder’s recommendation which includes two, 4% wage increases.
  • SEA will negotiate this increase for the DOC employees that we represent (Sgt – Capt)

• Liquor Enforcement, represented by NEPBA, accepted the governor’s bargaining team’s wage offer of two 1.16% wage increases. 15 employees.
Fact Finder Recommendations
SEA proposals

• 19.2.2. Step Increases

• Addition of a 10\textsuperscript{th} step and shortening timeframe between step 8 and 9 to 2 years.

• \textbf{FACT FINDER \textit{DOES NOT} RECOMMEND}
Fact Finder Recommendations
SEA proposals

• Remove Memos of Counsel

• 12 months after receipt of a memo of counsel, employer must permanently destroy the memo upon request by employee

• FACT FINDER DOES RECOMMEND
Fact Finder Recommendations
SEA proposals

• 19.8.1.g Health Promotion Sunset Date

• Extending the existing $100 health promotion activities (3 max per year) through June 2021

• FACT FINDER **DOES** RECOMMEND
Fact Finder Recommendations

SEA proposals

• 19.8.1.l Health Care Layoff Sunset Date

• Extending the existing one month health care coverage after lay-off through June 2021

• FACT FINDER **DOES** RECOMMEND
Fact Finder Recommendations
SEA proposals

• Health Insurance

• *The Employer shall provide coverage under the health plans consistent with Chapter 417-E:2 of the Laws of 2014, (i.e., Connor’s Law).*

• FACT FINDER **DOES** RECOMMEND
Fact Finder Recommendations
SEA proposals

- Direct Care Pay

- Addition of $20 weekly to Direct Care Pay, totaling $25 per week.

- FACT FINDER **DOES** RECOMMEND THE ADDITION OF $5 WEEKLY, TOTALING $10 PER WEEK.
Fact Finder Recommendations

SEA proposals

• Hazardous Duty Pay

• *Addition of $20 weekly to hazardous duty pay, totaling $45 per week.*

• FACT FINDER **DOES** RECOMMEND THE ADDITION OF $5 WEEKLY, TOTALING $30 PER WEEK.
Fact Finder Recommendations
State proposals

• 7.2 and 8.3 – Time Worked

• Any leave time used during a week would count against overtime calculation (in addition to existing ‘unscheduled sick leave’)

• FACT FINDER **DOES NOT** RECOMMEND
Fact Finder Recommendations
State proposals

• Family Medical Leave Insurance (FMLI)

• Governor’s concept with no written proposals to explain the plan

• FACT FINDER **DOES NOT** RECOMMEND
Fact Finder Recommendations
State proposals

• 19.8. Health Insurance

• Adding the availability of brand name drugs before generic if brand name are cheaper.

• FACT FINDER **DOES** RECOMMEND BUT SUGGESTS THAT BOTH SIDES AGREE TO LANGUAGE TO SPECIFY WHAT THIS BENEFIT MEANS.
Fact Finder Recommendations

State proposals

• 9.1- Holiday Pay

• State’s flawed proposal that isn’t worth explaining

• FACT FINDER **DOES NOT** RECOMMEND
Fact Finder Recommendations
State proposals

- 9.5 – Holidays on Flex Schedules

- State’s proposal to limit premium pay to 7.5 or 8 hours on a holiday, regardless of hours worked.

- FACT FINDER **DOES NOT** RECOMMEND
Fact Finder Recommendations
State proposals

• 11.2.2 – definition of family

• Removing existing ability for supervisors to expand definition of family for purposes of approving sick-dependent and bereavement leave.

• FACT FINDER DOES NOT RECOMMEND
Fact Finder Recommendations
State proposals

• 11.8. Short Term Disability Income Protection

• Changing the name to “Income Protection Leave”

• FACT FINDER DOES RECOMMEND CHANGING NAME, BUT PROVIDES ALTERNATE CHOICES FOR BOTH SIDES TO CONSIDER
Fact Finder Recommendations

State proposals

• 19.17 – Discount at State Parks

• Adding a guest to the existing 50% discount on state owned parks

• Removing the existing 50% discount for state owned campgrounds on Friday and Saturday nights

• FACT FINDER **DOES NOT** RECOMMEND
Master Bargaining Team Recommendation

• The Master Bargaining Team finds this report to be fair and acceptable in its entirety.
What Happens Next?

• SEA members vote to accept or reject Fact Finder’s recommendations.
• Governor and Executive Council vote to accept or reject Fact Finder’s recommendations.
• Legislature votes to accept or reject Fact Finder’s recommendations.
QUESTION AND ANSWER PERIOD

SPEAK AT THE MICROPHONE (STATE YOUR NAME AND CHAPTER)