



## Summary of 2021-2023 Tentative Master Contract

Article	Title	Summary
Preamble	Remove old agency titles	Update agency titles that are no longer applicable due to agency restructuring and mergers. Example: former Dept. of Resources and Economic Development is now part of Dept. of Natural and Cultural Resources.
5.7	Agency Fee	Remove old language that no longer applies due to Janus decision making agency fee for public unions illegal
6.5	Flexible and Alternative Schedules	Adds language to differentiate between a Flexible schedule versus an Alternative schedule.
11.1	Bonus Leave	Removes old bonus leave language and defines grandfathered bonus leave balances.
12.6	Stewards	Update agency titles due to State restructuring and renaming. Example: former Dept. of Resources and Economic Development is now Dept. of Natural and Cultural Resources.
16.3	Reasons for non-selection	Removes the direct citation of the personnel rules (Per 602.02.d) to accommodate any future changes in personnel rule numbering.



16.x	Memo of Counsel	Establishes a Task Force made up of SEA and State representatives. The goal for the Task Force is to review and create a written report with recommendation on how Memos of Counsel are used and managed.
19.2	Wages	Cost of Living adjustment = 1.16% July 1, 2021 & 1.16% July 1, 2022
19.4	Meals	Removes the old meal reimbursement rates for in-state travel and aligns the rate with the current per diem rates set by the General Services Administration for Merrimack County.
19.8.1g	Health Promotion	Removes the sunset date from healthy rewards program where employees can earn \$300 for health activities such as getting a Flu shot. Makes this a permanent benefit in the contract.
19.8.1L	Health Care at Layoff	Removes the sunset date on continued coverage for one month upon layoff. Makes this a permanent benefit in the contract.
19.8.1.o	Connor's Law	Adds benefits for employees that have children/dependents (up to the age of 21) with autism.
19.11	Longevity Pay	Increases longevity pay from \$300 to \$350 annually.
19.12.6	Nurse Differential	Adds Licensed Nursing Assistants to the group of nurses currently receiving Baylor Plan Shift Differential
19.X	PT Employee Leave	Incorporates existing language from the personnel rules that provides part time employees with compensation in lieu of paid time off.



19.X	Direct Care Pay	Raises the amount of Direct Care pay in RSA 99.11 from \$5 to \$10 per pay period.
19.X	Hazard Duty Pay	Raises the amount of Hazard Duty pay by \$5 (from \$25 to \$30) per pay period.
21.1	Duration	Updates the period of the new agreement to 2023
21.2	Renegotiation	Updates the date of written notice for starting negotiations for the next contract in 2022.
	Grammar	Fixes grammatical errors in various articles of the agreement. No substantive changes were made to the negotiated terms of the agreement.