COLLECTIVE BARGAINING AGREEMENT

between the

STATE OF NEW HAMPSHIRE

and the

STATE EMPLOYEES ASSOCIATION of NEW HAMPSHIRE, INC.,

Service Employees International Union

Local 1984

NH Veterans Home
Sub-Unit Agreement

2021 – 2023
Article XLIV
VETERANS HOME
(Effective 9/17/2015)

44.1. The Employer shall provide a clothing allowance to full-time and eligible part-time
dietary, nursing, housekeeping, maintenance and laundry employees who are required
to wear uniforms in accordance with the following provisions:

a. This provision shall apply to part-time employees who are scheduled for and who
regularly work 32 hours per week. In order to be eligible for the clothing allowance,
a part-time employee must work at least the equivalent of one year of full-time
employment (2080 hours).

b. The amount of the clothing allowance shall be one hundred eighty dollars
($180.00) per employee per fiscal year to be paid at the beginning of the fiscal year.

c. A new employee, following completion of the probationary period, shall
receive fifteen dollars ($15.00) for each full month of service between the end
of the probationary period and the start of the next fiscal year.

d. An employee, other than a new employee as defined above, who terminates for any
reason prior to the end of a fiscal year, shall receive a prorated clothing allowance in
the amount of fifteen dollars ($15.00) per completed month of service to be paid upon
termination.

e. The Employer retains the right to set the standards for uniform wear.

44.2. Housekeeping employees shall not be required to work on Christmas.

44.3. All employees shall work a 40 hour work week.

44.4. In addition to the ongoing Labor Management Committee which deals with nursing
issues, an ad hoc committee shall be established. This committee shall be composed
of two members appointed by the Association and two appointed by the Employer.
The committee shall also appoint other ad hoc members when topics of concern
require membership from un-represented work sections within the Veterans Home.
Topics for resolution shall include staff development funding, flexible scheduling,
daycare, and procedures for Veterans Home employees to purchase meals prepared at the
Veterans Home and other departmental topics that may arise. The committee shall meet
at least monthly starting 30 days after the effective date of this Agreement.

44.5. Purchase of Meals: The employer agrees to implement a process for employees to
purchase meals at the Veterans Home. The employer shall develop an action plan
describing the steps necessary to put this process into operation as soon as
practicable.
The plan shall be presented to the Labor Management Committee no later than one hundred twenty (120) days from the effective date of this Agreement.

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

Christopher T. Sununu, Governor  7/23/21  Richard Gulla, President  8/2/21  
State of New Hampshire  
State Employees' Association of NH, SEIU Local 1984  
Rudolph Ogden III, Chair  Leah McKenna, Chair  
State Negotiating Committee  SEA Negotiating Committee  

Lynmarie Cusack  Randy Hunneyman  
Department of Corrections  SEA Executive Branch Negotiator  

Rich Lavers  SEA - Veterans Home Negotiating Team  
Department of Employment Security  Jessica Felch  
Dianne Martin  Rebecca Ladd  
Public Utilities Commission  Alfreda Simpson  

Lindsey Stepp  
Department of Revenue Administration