

***SUB-UNNIT COLLECTIVE BARGAINING
AGREEMENTs***

between the

STATE OF NEW HAMPSHIRE

and the

**STATE EMPLOYEES 'ASSOCIATION
of NEW HAMPSHIRE, INC.,
Service Employees International Union
Local 1984**

2023-2025

**Employment Security
Fish & Game
Information Technologies
OPLC**

Article XXIX
EMPLOYMENT SECURITY
(Effective 7/1/2023)

- 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.
- 29.2 The Employer shall provide a reimbursement to any employee whose PPE assessment indicates a need for prescription safety glasses. The allowance shall be paid for a one-time purchase of safety glasses or safety sunglasses/shades. Safety glasses shall be purchased in accordance with the following provisions:
- a. The amount of the reimbursement shall be up to one-hundred fifty dollars two hundred dollars (\$200) per employee.
 - b. When the Employer determines that an employee's safety glasses have been damaged due to job related activities, or when the employee's prescription changes enough to necessitate the purchase or repair of new safety glasses, that the employee shall be reimbursed for the cost up to two hundred dollars (\$200).
 - c. The Employer retains the right to determine the appropriate style, which shall accommodate top and side shields.
 - d. Prescription safety glasses shall meet current personal protective equipment standards.
- 29.3. In no event shall an employee be required to work in excess of 10 hours of overtime in any calendar week or 40 hours in any calendar month, except by mutual agreement of the Employer and employee.

*Article XXXI
FISH and GAME
(Effective 7/1/2023)*

- 31.1. The Employer agrees to enter into a tool rental agreement with mechanics wherein the Employer shall pay a fee for the employee's use of such tools in the service of the Employer. The agreement shall be of legal form and shall contain as minimum provisions the following:
- a. Rental fee of two hundred dollars (\$200.00) per year.
 - b. Ownership and use shall remain vested in the employee.
 - c. The employee shall furnish tools of less than one (1) inch.
 - d. A pro rata termination fee schedule.
- 31.2. In addition to any other compensation required by this Agreement, any employee who is a scuba diver shall receive a differential of fifteen dollars (\$15.00) per hour for diving work. The Dive Master shall receive an additional three dollars (\$3.00) per hour in addition to that required above.
- 31.3. The Employer shall conduct orientation sessions and other training courses as required to provide all employees with instruction in the proper use and handling of chemicals and other hazardous materials and in the proper and safe operation of equipment, including, but not limited to, boats and snowmobiles.
- 31.4. The Employer shall provide sufficient and proper protective clothing and safety equipment to properly protect each employee involved in any specific work operation.

For Hatchery employees it shall include at a minimum the following:

- a) Rubber Gloves
- b) Rubber Boots
- c) Waders
- d) Rain coat & pants
- e) Required protective head gear
- f) Eye & Hearing Protection as needed
- g) Cold weather gear including (1) winter coat, (1) set of winter gloves, (1) winter hat, (1) pair of bib overalls, and (1) pair of ice spikes

The Employer shall replace state-issued items which are damaged or become worn as a result of employment.

- 31.5. Employees who come into contact with animals, which may transmit any disease to humans, shall be provided preventive testing and immunization at the Employer's expense.
- 31.6. Whenever an employee is assigned to on-call duty he/she shall be provided with an appropriately equipped vehicle, if available, for all hours in that status.

- 31.7. Each member of the underwater diving team shall have the right to use any issued diving equipment on the team member's day off. The employee agrees to maintain the equipment in working condition. The Employer does not have any liability for equipment used on the team member's day off.
- 31.8. The employer shall continue its policy to permit outside employment by employees, subject to such limitations and requirements as the Employer may deem necessary for the best interest of the state.



Article **XXXIX**
INFORMATION TECHNOLOGY
(Effective 7/1/2023)

- 39.1. The bargaining unit chapter president and vice-president shall be provided a copy of the new or changed DOIT policies, procedures, guidelines, or standards prior to implementation. The employer shall provide policies at least five (5) business days prior to implementation.
- 39.2. Any bargaining unit member whose On-Call is canceled with less than ten (10) hours advance notice shall be paid a two (2) hour minimum.
- 39.3. The Employer and the Association agree to maintain a Unit Labor Management Committee. The Committee shall be made up of equal numbers of members appointed by the Association and members appointed by the Employer.
- The Committee shall meet at least quarterly on days and at times that are mutually agreeable to the Association and the Employer, unless the Association and the Employer mutually agree to postpone.
- 39.4. In addition to provisions of article 7.3.2, any bargaining unit member who is deemed as being in “On-Call” status by the employer shall be guaranteed a minimum of one (1) hour of compensation per occurrence.

Article XL
OPLC
(Effective 7/1/2023)

- 40.1 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.
- 40.2. The employer shall make a reasonable effort to provide as much notice as practicable prior to a change in the employee's board assignments.
- 40.3. The employer agrees to provide telephone and computer headsets to unit employees who request them.

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

	
Christopher T. Sununu, Governor	Richard Gulla, President
State of New Hampshire	State Employees' Association of NH, SEIU Local 1984

Date

Date

6.26.23

6/21/2023

Rudolph Ogden III, Chair
State Negotiating Committee

Leah McKenna, Chair
SEA Negotiating Committee

Peter Demas, Manager of Employee Relations
Department of Administrative Services

Randy Hunneyman
SEA Executive Branch Negotiator

Rich Lavers
Department of Employment Security

SEA Negotiating Team
Kristy Blanchette
Zachary Branscom
David Burris
Alisa Druzba
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Lindsey Stepp
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