

*COLLECTIVE BARGAINING  
AGREEMENT*

*between the*

STATE OF NEW HAMPSHIRE

*and the*

NEW ENGLAND POLICE  
BENEVOLENT ASSOCIATION,  
Inc.

NH LIQUOR INVESTIGATOR'S  
UNION

Local 260

2023 – 2025

AMENDED

## PREAMBLE

This Agreement is made and entered into between the New Hampshire Liquor Investigator's Union, Local 260 of the New England Police Benevolent Association, hereinafter referred to as the "Union", and the State of New Hampshire, hereinafter referred to as the "Employer", collectively referred to hereinafter as the "Parties". It is the intent and purpose of the Parties to this Agreement to promote and improve the efficient administration of the Division of Enforcement and Licensing of the State Liquor Commission and the well-being of the classified employees within the meaning of New Hampshire Revised Statutes Annotated 273- A, to establish a basic understanding relative to personnel policy, practices, and procedures and matters affecting conditions of employment with respect to which the Employer is empowered to negotiate, and to provide a means of amicable discussions and adjustment of matters of mutual interest.

NOTE: Hereinafter, many individual sections of this Agreement open with a title presented in bold face type. These titles are not intended to be read as part of the negotiated language; they are intended only to improve the readability of the Agreement.

### Article I

#### RECOGNITION and UNIT DESCRIPTION

- 1.1. Recognition:** The Employer recognizes the New England Police Benevolent Association (NEPBA), which shall serve as exclusive representative of all classified employees in the bargaining unit (full-time Investigators I, Investigators II, and Sergeants) with the exception of those classified employees excluded from the definition of public employee under the provisions of RSA 273-A:1, IX. The NEPBA recognizes the responsibility of representing the interest of all employees in the unit without discrimination for the purpose as set forth in this Agreement.
- 1.2. Other Agreements:** The Employer shall not enter into any agreements, regarding employment relations matters with any other organization or individual purporting to represent any group of employees in the bargaining unit, and shall not furnish any facilities or engage in any type of conduct, which would imply recognition of any group other than the NEPBA as a representative of the employees in the unit.
- 1.3. Union** Reference to the "Union" as exclusive representative of the employees means the organization of the New Hampshire Liquor Investigator's Union, Local 260, of the New England Police Benevolent Association. The Employer shall have no obligation to bargain with and shall not bargain or enter into agreements with any committee, chapter or district organization of the "Union" in matters covered by this Agreement, unless such persons or bodies are specifically designated by the Association as authorized representative for such purposes. Further references to the Union in this Agreement means the New Hampshire Liquor Investigator's Union as appropriate under the authority of RSA 273-A.

**1.4. Mutual Concern:** Nothing in this section shall prevent the Employer from discussing matters of mutual concern with the employees of the Department.

**1.5. Equal Application:** The provisions of this Agreement shall be applied equally to all employees in the bargaining unit in accordance with state and federal law.

## Article II

### MANAGEMENT PREROGATIVES and RIGHTS

**2.1. Rights Retained:** The Employer retains all rights to manage, direct and control its operations in all particulars, subject to the provisions of law, personnel regulations and the provisions of this Agreement, to the extent that they are applicable. These rights shall include but not be limited to:

2.1.1. Directing and supervising employees;

2.1.2. Appointing, promoting, transferring, assigning, demoting, suspending, and discharging employees;

2.1.3. Laying off unnecessary employees due to lack of work, for budgetary reasons or for other like considerations;

2.1.4. Maintaining the efficiency of governmental operations;

2.1.5. Determining the means, methods and personnel by which such operations are to be conducted;

2.1.6. Taking whatever actions may be necessary to carry out the mission of the department in situations of emergency, the determination of such situations to be the prerogative of the Employer.

**2.2. "Emergency" Defined:** For purposes of this section "emergency" is defined as any condition or situation out of the ordinary which requires immediate action to avoid danger to life, property, or to prevent losses affecting the Employer, the employee, or the general public.

**2.3. "Department" Defined:** For purposes of this Agreement "department" means the Division of Enforcement and Licensing or its successor.

## Article III

### ASSOCIATION

### RIGHTS

**3.1. Member and Employee Reports:** The Employer agrees to provide payroll deduction information to the Union on a computer disk or other mutually agreed format at least biweekly for the administration of dues deductions and Union programs.

In addition, the Employer shall notify the Union of all newly hired full-time employees, the names and business addresses of all permanent unit employees, and employees who have terminated state service at least monthly on a computer disk, or other mutually agreed format.

These reports shall include, at least, the following:

- employee's name
- employee's home address for Union members only
- employee's work e-mail address if applicable
- employee's state identification number for Union members only
- employee's payroll number
- employee's labor grade and step
- employee's salary schedule
- employee's business address
- employee's job classification
- employee's date of employment
- employee's adjusted seniority date

**3.2. Union Business:** The internal business of the Union shall be conducted by full-time employees during their non-duty hours.

**3.3. Use of Mail Systems:** In recognition of the Union's obligations as the exclusive representative of all employees in the bargaining unit regardless of Union membership, the Union may utilize the Employer's messenger service and, to the extent that they do or may exist, electronic mail (email) system(s) for the duration of this Agreement for internal Union business, provided that said mailings are clearly identified as the property of the Union and, if email, contain "UNION BUSINESS" in the subject line. Mailings and emails shall not be sent or opened by employees during work time and cannot interrupt the normal course of the Employer's business. The Union agrees to abide by the terms of the Employer's Computer Use Agreements when utilizing the Employer's email system(s). Internal Union business may include, but is not limited to, postings of notices, Union elections, reports of the Union or its committees, legislative news, decisions of the Public Employee Labor Relation Board (PELRB), and judicial decisions affecting public employees. The Union shall not mail or email any materials which are obscene, defamatory, or which may impair the operation of the department; or, which constitute partisan, political campaign material. Where the Employer finds mailed or emailed material to be objectionable as violative of the Agreement, it will consult with the Union or any representative. If such consultation does not resolve the Employer's objections, the material in question shall be promptly removed from the system by the Employer. The Union understands that the Employer cannot guarantee privacy. The Union, not the Employer, is responsible for addressing the mailings.



**3.4. Use of Facilities:** The Union shall be allowed the use of facilities of the Employer for meetings providing that written approval of the Employer is secured subject to the following conditions:

**3.4.1.** Such Employer facilities are available and their use for such meetings would not conflict with the Employer's business.

**3.4.2.** Such approval shall be subject to such other reasonable conditions as may be imposed by the Employer.

**3.4.3.** Such approval, if given, will be limited to members of the Union, full bargaining unit employees, Union staff members, and guests.

**3.4.4.** Nothing in this provision shall be construed as a limitation of the rights of the Union, its chapters or committees to utilize the Employer's facilities that are otherwise available for public use.

**3.5. Access to Employees:** Staff representatives of the Union shall be allowed to visit work areas of employees during working hours and confer on conditions of employment to the extent that such visitations do not disrupt the work activities of the area being visited. Prior to entering the work area, the representative shall receive permission from the appropriate department head or his/her designee stating the reason(s) for such visitations. Permission shall not be unreasonably denied.

**3.6. Administrative Leave:** Union officials shall be allowed a cumulative total of fifteen (15) days off per contract year without loss of time or pay for the purpose of attending meetings, conventions or conferences relative to labor relations or Union affiliations. Time off shall be limited to five (5) days per official for each such request. All requests shall be submitted to, and approved by, the Bureau of Employee Relations for timely notification to the Employer that the leave has been approved and shall be awarded.

**3.7. Union Leave:** The Employer shall grant five (5) working days of union leave to each of the duly elected representatives of the Union to the quadrennial convention of the New England Police Benevolent Association. The Union shall provide the Employer with not less than sixty (60) days' notice of the dates for this leave and the names of the elected representatives.

**3.7.1.** The employer shall approve reasonable preparation time, not to exceed one day per week, during even-numbered years beginning September 1st until negotiations begin for up to two (2) members of the Union's state-level bargaining team.

**3.7.2.** Time spent in bargaining and approved bargaining preparation by the duly-appointed two member state-level bargaining team of the Association shall be considered time worked to the extent that such time conflicts with a team

member's regularly scheduled work hours. The Employer agrees to refrain from altering a team member's schedule for the purpose of avoiding a conflict between bargaining, approved bargaining preparation and the team members work schedule unless by mutual agreement.

**3.8. Group Programs:** In addition to a dues deduction, the Association shall be allowed the use of up to five (5) payroll deductions for any group program(s).

**3.9. Executive Board of Directors Leave:** The Employer shall authorize up to four (4) hours per quarter without loss of time or pay for the Union's Executive Board of Directors for the purpose of attending meetings of the Executive Board. The employee shall give a seven (7) day notice for use of such leave.

**3.10 Employee Orientation:** Full-time unit employees shall be entitled to an Employer orientation within thirty (30) calendar days of hire. The orientation may be presented in written form, by video, in person or by any combination of presentation methods. The Employer shall inform new full-time unit employees that the Association is the exclusive representative of all unit employees and provide information on all benefit programs provided by the Employer. The Employer agrees to distribute informational packets provided by the Union to new employees. The Union shall be allowed to make a presentation, at orientations offered by the Employer. The presentation may be up to one half hour in duration and shall be conducted by a Union staff person. If a Union staff person is unable to attend the orientation, a Union staff person shall have access to all new employees for up to one half hour at the convenience of the Employer within thirty (30) calendar days following the orientation.

#### **Article IV**

#### **CONSULTATION and LABOR MANAGEMENT COMMITTEE**

##### **4.1. Consultation:**

**4.1.1. Obligation to Meet:** The Parties recognize their mutual obligation to meet and confer regarding problems arising out of the employment relationship between the employer and full and part-time employees.

**4.1.2. Matters for Consultation:** It is agreed and understood that policies and procedures related to terms or conditions of employment are appropriate matters for consultation between the Parties, providing however, that neither Party waives or relinquishes their right to negotiate mandatory subjects of collective bargaining providing, however, that the Parties may mutually agree to discuss any subject matter not otherwise included in section 4.2.

**4.1.3. Requests:** Consultation shall be requested by either Party in writing, stating the reason for the meeting and the agenda or topic of consultation. Consultation requests by the Union shall be made to the Bureau of Employee Relations or to the appropriate agency by either the President of the Union, or designee, of the Union.

Consultation requests by the Employer shall be made to the President of the Union or designee.

- 4.1.4. Meetings:** A mutually agreeable meeting date shall be established providing that such date shall be within fifteen (15) work days of receipt of the written notice. The time limit may be extended by agreement.
- 4.1.5. Attendees:** A **Union** staff member shall represent the bargaining unit alone, or with not more than five (5) employees. The Union will state the names and work areas of the employees, if any, who are to attend the meeting. Representatives of the Employer shall meet with the Union representatives. The Manager of Employee Relations will attend such consultations whenever feasible providing that his/her attendance may be specifically requested and complied with by notice of either the Union or the Employer.
- 4.2. Unit Labor Management Committee:** It is mutually agreed that fostering open communication about policy and other matters related to the employment situation is desirable. The parties encourage agencies to establish labor management committees at the agency and unit level. Unit Labor Management Committees shall be established and maintained by mutual consent of the parties. Unit Labor Management Committees may be dissolved by advance notice of one party to the other. The composition of the Unit Labor Management Committees, its agenda and the frequency of its meetings shall be decided by the committee.

## **Article V**

### **DUES CHECK-OFF**

- 5.1. Payroll Deduction:** The Union shall Charge a membership fee of a minimum of \$10.00 per week from Unit Employees.
- 5.2. Written Authorization:** The Union shall be entitled to have payroll deductions for membership dues from any new member who indicates in writing that he/she wishes such deductions to be made.
- 5.3. Dues Change:** When Union members vote for a change in Union dues which necessitates a modification of payroll deductions and the a Union -wishes to implement such modification, it shall furnish a certificate evidencing the authorizing vote to the Comptroller of the State of New Hampshire, together with a written request for the modification in payroll deductions. The certificate shall be signed and sworn to by the Secretary of the Association with Corporate Seal.
- 5.4.** To the extent that action is necessary by the Employer to implement the dues deductions, the Employer shall make reasonable effort to insure that the payroll deductions are put into effect as soon as practicable.

**5.5. Maintenance of Membership:** Employees who are members of the Union on the effective date of the Agreement shall be notified in writing by the Union that they must retain their membership throughout the period (term) of the Agreement, except that each member shall have the opportunity annually to withdraw membership during a thirty (30) day period commencing with the member's anniversary date of employment. The withdrawal shall be in writing, and postmarked no later than the end of the thirty (30) day period and addressed to:

New England Police Benevolent Association, Inc.  
I.U.P.A. Local 9000, AFL-CIO 7  
Technology Drive, Suite 102  
Chelmsford, MA 01824

**5.6.** An individual who is not a member of the Union who request services of the Union in grievance representation shall be charged the full fair cost to the Union of such non- member representation.

## **Article VI**

### **BASIC WORK WEEK**

**6.1. Basic Work Week:** The basic work period for bargaining unit employees, with due allowance for authorized holidays and leaves of absence with pay, including but not limited to, paid compensatory time off, paid annual leave, paid sick leave, paid bereavement time, shall be one hundred and sixty (160) hours in a twenty-eight (28) consecutive day period.

**6.2. Scheduled Hours:** The Employer agrees to schedule unit employees for one hundred sixty (160) hours during the basic work period. Hours worked shall be computed as portal to portal.

**6.2.1.** Travel time to and from either in-state or out-of-state training shall be considered hours worked.

**6.3. Meal Periods:** Every employee shall receive a lunch period of not less than one half hour nor more than one hour. However, exceptions to this provision may be made upon mutual agreement of the employee and the Employer.

**6.4. Schedules:** Pursuant to Commission policy and in accordance with the provisions of 6.5.

**6.5. Flexible or Alternative Schedules:** Nothing in the Agreement shall prevent the Employer and an employee, or group of employees, with the prior notice to and approval of the Parties, from mutually agreeing to flexible or alternative work schedules. Employees shall have the right to request a flexible or alternative schedule and to receive a timely response from the Employer.

## Article VII

### OVERTIME

**7.1. Overtime Defined:** Overtime is authorized work performed in excess of the basic work week as defined in Article VI.

- a. Work at Higher Rate:** If an employee is required to work overtime, overtime will be computed at the employee's regular rate unless the rate of the position assigned is higher, in which case the employee receives the higher rate.
- b. Work at Lower Rate:** If an employee is required to work overtime in a position with a lower rate of pay, the employee's overtime is computed at the employee's regular rate.
- c. Notices:** The supervisor shall give as much notice as is practicable when overtime will be worked and shall inform the employee whether the overtime is voluntary or required. The supervisor shall give at least four (4) hours' notice to the employee(s) whenever possible.

**7.1.1. Time and One Half Rate:** Unit employees shall be entitled to compensation at one and one-half times their regular rate of pay for all hours worked in excess of one hundred sixty (160) hours in a twenty-eight (28) day period.

**7.1.2.** There shall be no pyramiding or duplication of compensation by reason of overtime or holiday or other premium pay provisions of this agreement.

**7.1.3. Overtime Funding:** When authorized, payment for overtime is subject to the availability of appropriate funding. Whenever funds are not available, employees who work authorized overtime shall receive compensatory time off at equal to one and one-half (1 1/2) the number of actual hours worked. The Department recognizes its obligation to request sufficient appropriations to pay for anticipated overtime work.

**7.1.4. Compensatory Time:** An employee may receive compensatory time off at the rates specified in section 7.1.1. in lieu of overtime pay upon mutual agreement between the Employer and the employee.

**7.2. Overtime Administration:** All overtime assignments are to be administered in accordance with the following provision:

- a.** An employee shall not be relieved of duty during the regular shift hours in his/her basic workweek in order to compensate for or offset overtime hours worked unless: (1) he/she agrees to be relieved of duty; (2) it is in the interest of the employee, the Employer or the general public to relieve the employee of duty for reason of health or safety.

### **7.3. Return to Work:**

**7.3.1. Call Back:** Employees called back to work without prior notice on the same day after once leaving work or before the next regular starting time, shall be guaranteed a minimum of not less than four (4) hours compensation.

**7.3.1.1.** Employees called back to work pursuant to section 7.3. shall have the "hours worked" computed from portal-to-portal.

**7.3.2. On-Call:** Any employee who is subject to being recalled to work, shall receive one (1) hour of pay for every four (4) hours on On-Call status;. The employee shall be notified of when he/she is expected to be on On-Call status. The employee does not waive the right to minimum time allowed or the portal to portal pay.

**7.4. Payment for Overtime:** Overtime pay will be paid in the pay period immediately following the pay period during which the overtime was worked.

**7.5. "Time Worked" Defined:** The following provision constitutes the understanding of the parties with respect to defining "time worked" for the purpose of determining the number of hours required for overtime compensation eligibility.

**7.5.1.** "Hours worked" shall include all hours actually worked and all hours on approved leave status including bona fide meal periods, bona fide rest periods and absences due to a compensable worker's compensation injury except unscheduled sick leave that results in the shift being filled at overtime and any time worked for which specific compensation provisions have been established elsewhere in the Agreement.

For the purpose of this provision, 'unscheduled sick leave', with the exception of bereavement leave, shall be defined as any sick leave taken with less than three (3) work days' notice.

**7.6. Court:** Any employee who is not on duty and is required, by the employer, to appear in court or at an administrative hearing on behalf of the Employer, shall be compensated for all hours worked at time and one half the regular rate and shall be granted a minimum of four (4) hours compensation.

**7.6.1.** The employee shall be paid portal-to-portal.

**7.6.2.** Employees scheduled to appear in a single court, but at times separated by at least four (4) hours, shall be entitled to the four (4) hour minimum for each scheduled time, provided that the two appearances do not involve the same case.

**7.6.3.** If an employee is late for court and the case has already been disposed of by the time of his or her arrival, no compensation shall be paid. Witness fees paid to employees under these circumstances shall become the property of the Employer. Court/ administrative hearings for employees who are not on duty shall be



compensated with four (4) hour minimum when the minimum does not cover duty hours.

**7.7. Compensatory Time:** For the period of this agreement an employee may receive compensatory time for other than court overtime in lieu of overtime pay upon mutual agreement between the appointing authority and the employee at a rate of not less than one and one-half hours for each overtime hour worked.

An employee may accrue not more than 80 hours of compensatory time to be paid out at the time of separation or retirement at the employee's rate of pay at that time. Any additional compensatory time must be used or paid out by the end of each fiscal year.

Whenever practicable, the appointing authority shall approve compensatory time off at a mutually agreeable time.

When an employee is paid for compensatory time, payment shall be at the employee's regular rate of pay at the time of payment. The parties agree that since the compensatory time was booked at the rate of one and one half, payment will be made for the compensatory time at straight time which is the equivalent dollar amount of time and one half.

At such time as the State's payroll accounting system is able to discriminate between court overtime and other overtime an employee may by mutual agreement receive compensatory time in lieu of overtime pay under the above provisions.

### **Article VIII OUTSIDE DETAILS, LIQUOR STORE DETAILS**

- 8.1.1.** Employees may work approved outside/liquor store details on off-duty hours in accordance with Division policy. Employees shall be compensated at one and one half (1 1/2) times the highest rate of pay available for a Detective working at the New Hampshire Liquor Commission (formerly an Investigator II), and shall be guaranteed a minimum of four (4) hours compensation, with compensation for time worked beyond four (4) hours to be paid in increments of one half (1/2) hour.
- 8.1.2.** If a bargaining unit employee is canceled for an outside/liquor store detail with less than twelve (12) hours' notice, the employee shall be paid the four (4) hour minimum, provided the person or entity ordering the detail can be billed by the State for the four (4) hours.
- 8.1.3.** Unit employees who work outside details, liquor store details or grants shall be compensated for those hours worked in the pay period immediately following the pay period during which those hours were worked. For the purpose of this provision, "pay period" shall be defined as a bi-weekly pay period.
- 8.1.4.** Employees may work approved grants on off-duty hours in accordance with Division policy. Employees shall be compensated at one and one half (1 1/2) time



the highest rate of pay available for Detective working at the New Hampshire Liquor Commission (formerly an Investigator II). Grant participation shall only be paid for actual hours worked.

## Article IX

### HOLIDAYS

**9.1. Eligibility:** Employees shall be entitled to all holidays provided the employee is on pay status on the employee's next regularly scheduled work day preceding and subsequent to the holiday, and employees shall be compensated as provided herein for work performed on these days.

**9.2. Holidays Listed:** The following days are

holidays: New Year's Day  
Martin Luther King, Jr. /Civil Rights Day  
President's Day  
Memorial Day  
Independence  
Day Labor Day  
Veterans' Day  
Thanksgiving  
Day  
Day after  
Thanksgiving  
Christmas

**9.3. Weekend Holidays:**

**9.3.1.** A full-time employee who works a Monday through Friday schedule and the calendar holiday falls on a Saturday, the employee shall be allowed the preceding day off. When a holiday falls on a Sunday, the employee shall be allowed the following day off. If the employee works the day preceding or following such a holiday, he/she shall be given another workday off with pay or shall receive payment for that day at the regular rate.

**9.3.2.** A full-time employee who works other than a Monday through Friday schedule and who is not scheduled to work on a calendar holiday shall be given at the discretion of the Employer (1) another scheduled workday off with pay, or (2) an additional day's pay at his/her regular rate if funds are available.

**9.4. Holidays Worked:** When a full-time employee works on a calendar holiday, they shall receive payment of the holiday at the regular rate and in addition, at the discretion of the Employer, (1) be paid at the rate of time and one half for hours actually worked on the holiday or (2) be given compensatory time off equal to one and one half the number of hours actually worked. When the holiday on which the employee works is

Thanksgiving, Christmas, or New Year's Day, the employee shall be paid at the rate of two times their regular hourly rate for hours actually worked on the holiday or be given compensatory time off equal to two (2) times the number of hours actually worked

In the event that an employee is scheduled to work a holiday and is approved to be absent for personal reasons or due to illness or injury, the employee shall receive holiday pay only and shall not suffer the loss of any accrued leave time. Notwithstanding the foregoing, an employee with an alternative schedule who works more than the regular seven and one half (7.5) or eight (8) hours per day, as applicable to their basic workweek, and who does not work on a holiday, shall be entitled to use leave for any hours that would normally have been worked in excess of seven and one half (7.5) or eight (8), as applicable.

**9.5. Floating Holidays:** In addition to the authorized days in 9.2. each employee, including each academic employee, shall be authorized two (2) floating holidays of his/her choice per fiscal year.

**9. 5. 1. Accrual:** Employees shall accrue one (1) day on July 1, and one (1) day on January 1 of each fiscal year.

**9. 5.2. Usage:** Days accrued under this provision must be requested in whole days, and granted within the fiscal years covered by this Agreement.

**9. 5.3. Application:** Requests for, and the granting of, shall conform to the pertinent requirements and standards set forth in Article 10.3.

**9. 5.4. Denial of Application:** The employee may grieve a denial by the Employer of a requested floating holiday. The grievance shall be filed in accordance with the grievance procedure in the Agreement.

**9.5.5. Payment of Accrued Time:** Any employee who terminates for any reason shall be paid for all days earned, if not taken, under section 9.6.

## Article X

### ANNUAL LEAVE

**10.1. Accrual:** Full-time employees in the bargaining unit shall accrue annual leave with full pay based on the formula given below. Each employee's accrual shall be computed at the end of each completed month of service. Employees rendering seasonal or temporary service in excess of six (6) months shall be entitled to annual leave at the same rate for time actually worked. Annual leave shall be cumulative for not more than the prescribed days and shall not lapse.

<b>Continuous Years Worked</b>	<b>Days accrued per Month      Year</b>		<b>Maximum Accrual</b>
0 thru 1	1	12	12*
2 thru 5	1 ¼	15	34
6 thru 10	1½	18	40

11 thru 15	1 ¾	21	46
16 thru 20	2	24	52
21 plus	2¼	27	58

1 day= 8 hours; 1 1/4 days= 10 hours; 1 1/2 days= 12 hours; 1 3/4 days= 14 hours; 2 days = 16 hours; and 2 ¼ days = 18 hours

\* No payment for accrued but unused annual leave will be made upon separation from employment within the first twelve (12) months of employment. Upon an employee's appointment to a full-time classified position, after having no prior full-time service with the state or after a separation from state service of any length, the first five (5) days of annual leave anticipated to be accrued in accordance with this Article, shall be immediately available for the employee's use upon their first day of employment. No additional annual leave days shall accrue within the first five (5) months of employment and yearly and maximum accruals shall not be increased.

**10.2. Accounting:** For purposes of utilization, leave time shall be converted to hours.

**10.3. Application Conflicts:** Should a conflict arise between two or more employees requesting the same period of time, the Employer shall, provided all other things are equal, use departmental longevity as the method of resolving the conflict.

**10.4. Application for Use:**

- a. The Employer agrees to accept properly executed leave applications within six (6) months of the first day of the period of leave being requested.
- b. The Employer agrees to indicate approval or rejection of the requested leave within seven (7) calendar day after receiving a properly executed application for leave.
- c. The parties agree that leave shall be granted at mutually agreeable times and the Employer agrees not to unreasonably deny leave requests.
- d. To the extent possible, every employee will be afforded the opportunity to take two (2) consecutive weeks of accumulated leave at least once per calendar year. The Employer may direct employees to take at least one full calendar week of annual leave in a calendar year.
- e. The Employer agrees to provide copies of leave requests to the requesting employee.
- f. Nothing contained in this section or under the terms of the application for leave shall be construed as preventing the Employer from granting requested leave without a five (5) day notice.
- g. An employee shall be granted leave on an emergency basis due to unforeseen circumstances. Verification of the emergency may be required by the Employer.

**10.5. Payment of Annual Leave:** Upon resignation, retirement, or dismissal of any

employee in the bargaining unit, he/she shall receive a sum equal to the number of days of annual leave remaining to his/her credit, provided that any or all amounts may be applied to offset any amounts owed the state by the employee. In the event of death of an employee while in the bargaining unit, a sum equal to the number of days annual leave remaining shall be paid to his/her estate.

**10.6. Agency Transfers:** Any employee who changes from the service of one state agency to another, without a break in service, shall at the time of said change have transferred all accumulated leave to his/her credit.

**10.7. Blood Donations and Bone Marrow Registry Testing:** Unit Employees shall not be unreasonably denied time off without loss of pay or leave for the purpose of making blood donations or undergoing bone marrow registry testing.

**10.8. Inclement Weather:** The Employer shall not arbitrarily or capriciously withhold approval of annual leave requested due to and during periods of severe inclement weather. When the Governor or his/her designee determines that inclement weather is severe enough to close or delay opening State offices, employees who are not already on leave and who are relieved of work due to such a determination, will not be charged leave for the period of closure. Employees who do report to work during periods of closure shall only be entitled to their normal rate of compensation and shall not receive additional leave or compensatory time.

**10.9. Civic Duties:** An employee who is late for work as a result of duties as a volunteer fire fighter or licensed ambulance attendant or licensed rescue squad attendant, shall be granted use of annual leave and/or accrued compensatory leave to cover the period of lateness, provided that performance of said duties may be verified by the Employer.

**10.10. Civil Leave:** An employee shall be granted civil leave without loss of pay or leave under either of the following conditions:

(1) When performing jury duty; or

(2) When subpoenaed by a governmental body to appear before a court or administrative tribunal in a matter to which the employee is not a party.

(3) This provision shall not apply to subpoenas issued to an employee that are due in any way to that employee's outside employment.

Civil leave shall be granted to an employee on the day(s) the employee is scheduled to work regardless of whether the jury duty or the subpoena obligation and the work hours conflict. Such civil leave shall be granted in an amount equal to the time needed to perform the jury duty or the subpoena obligation, including travel time.

An employee on civil leave shall surrender to the state any fees received for such activity, less mileage reimbursement for use of the employee's own vehicle.

**10.11. Leave of Absence:** Any employee who requests a leave of absence without pay shall not be required to utilize and exhaust his/her annual leave prior to being granted such leave of absence.

**10.12. Recall from Leave:** Once an employee's annual leave has been approved, his/her leave shall not be canceled or modified for any reason, except with mutual agreement, or in the case of an emergency as defined by section 2.2.

**10.13. Prior Service Credit:** A unit employee who has had a break in service shall be credited with prior periods of full-time state employment for leave accrual purposes if that employee's current period of full-time state employment has been three (3) or more continuous years in duration. Only prior periods of full-time state employment of two (2) or more consecutive years in duration shall be eligible for crediting.

**10.14.** Any full-time Unit Employee who is a member of the National Guard or of a reserve component of the Armed Forces of the United States shall be entitled to military leave in accordance with the law, but in no event shall the employee be entitled to less than fifteen (15) days.

- a. In time of armed conflict, members of the National Guard or Armed Forces Reserves who are assigned duties related to notification of next of kin, ceremonial or funeral details shall be released from their regular duties without loss of leave or pay. Such employees shall provide their supervisor with notice as soon as possible as to the date and expected duration of such assignments.

## Article XI

### SICK LEAVE

**11.1. Accrual:** Unit Employees shall accrue sick leave in accordance with the formula given below. The purpose of sick leave is to afford employees protection against lost income from absences due to illness or injury and, in particular long-term disability due to catastrophic illness or injury. Sick leave is not intended to supplement other leave provisions of this Agreement and is intended to be used only for the purpose set forth herein. Sick leave shall be computed at the end of each completed month of service. Sick leave shall be cumulative for not more than the prescribed days and shall not lapse.

Continuou s Years Worked	Days Accrued per Month	Days Accrued per Year	Maximum Accrual
0 thru 8	1 1/4	15	90
9 thru 15	1 1/4	15	105
16 Plus	1 1/4	15	120

For all employees, 1 ¼ day equals 10 hours

**11.1.1. Bonus Leave:** Any employee who retires from State service under the provisions of RSA 100-A or who is laid off from State service and who has unused bonus leave to his/her credit shall be paid for such unused bonus leave at the time of separation.

Employees may carry forward up to 64 hours of bonus leave to be paid out at the time of separation or retirement at the employee's rate of pay at that time.-Any and all bonus time on the books at the inception of this agreement shall remain to the employees' credit.

**11.1.2 Accounting:** For purpose of utilization, sick leave shall be converted to hours.

**11.1.3. Payment:** Upon retirement under the provision of RSA 100-A:5 and RSA 100-A:6 only, or upon eligibility under RSA 100-A:5 but electing to receive a lump sum payment in lieu of an annuity, an employee shall receive payment in a sum equal to 50% of the number of sick leave days remaining to the employees credit. However, the total number of days eligible for payment shall not exceed sixty (60) days.

**11.1.4. Payment:** Upon retirement under RSA 100-A:5 or 6 or termination as a result of a reduction in force, an employee shall receive payment in a sum equal to 50% the number of sick leave days remaining to the employees credit. However, the number of days eligible for payment shall not exceed sixty (60) days.

**11.2 Allowable Uses:** An employee may utilize their sick leave allowance for absences due to:

- a. Illness, injury, or exposure to contagious diseases endangering the health of other employees when requested by the attending physician, Advanced Practice Registered Nurse (APRN) or their clinical representative;
- b. Medical and dental appointments with prior approval;
- c. Death in the employee's family; and
- d. Providing care to, or accompanying to healthcare visits, an ill or injured family member who is either:
  1. A minor child; or
  2. An adult family member who is "incapable of self-care" within the meaning of the Family and Medical Leave Act (FMLA), or to accompany such person(s) to healthcare provider visits.

When sick leave is taken for the purpose of providing care to a person specified in (d) who has an FMLA-qualified illness or injury and is the employee's parent, spouse, or child, such leave shall be deducted from the employee's FMLA leave entitlement.

**11.2.1. Bereavement Leave:** A Unit Employee may use up to a total often (10) days paid leave for a death in the employee's family during the two years covered by this Agreement, but the employee may only use up to five (5) days per occurrence . Bereavement Leave is a separate benefit for Sick Leave and shall not be deducted from the employee's Sick Leave account. However, Bereavement Leave needed in excess often (10) days may come from the employee's Sick Leave account, up to five (5) days per occurrence.



**11.2.2. Family:** For the purpose of administering Articles 11.2 and 11.2.1, family shall be defined as: Spouse, children, the minor or dependent children of the spouse, mother-in-law, father-in-law, parents, step-parents, step-children, step-brother, step-sister, foster child, grandparents, grandchildren, brothers, sisters, legal guardian, daughter-in-law, and son-in-law.

**11.2.3** Employees may utilize up to twelve weeks of non-intermittent sick leave for the birth of their baby or adoption of their child. The leave, if taken, shall be taken within twelve months following the birth or adoption and shall be counted as part of employee's Family Medical Leave Act (FMLA) entitlement.

**11.2.4 Workers Compensation:** An employee who is absent due to a compensable work injury shall continue to have health and dental benefits paid, and shall not have seniority, increment, longevity or leave accrual dates changed. Actual leave accrual will resume on the employee's return to work.

**11.3. Application for Use:** To utilize his/her sick leave allowance, the employee must submit an "absence request" with the Employer specifying what the basis of the request is: "illness", "injury", "serious health condition as defined by the FMLA", "dependent care", "medical/dental appointment", or "bereavement".

Unit Employees shall be notified as to the approval or denial of their leave requests within a reasonable period of time.

**11.4. Certification:** An employee may be required by the Employer to furnish the Employer with a certificate from the attending physician, Advanced Practice Registered Nurse (APRN) or their clinical representative, or other licensed health care practitioner when, for reasonable cause, the Employer believes that the employee's use of sick leave does not conform to the reasons and requirements for sick leave use set forth in this Agreement. Such certificate shall contain a statement that in the practitioner's professional judgment sick leave is necessary.

In addition, the Employer may, at state expense, have an independent physician examine one of his/her employees who, in the opinion of the Employer, may not be entitled to sick leave. The time related to such examination shall not be charged to the employee's leave.

**11.5. Payment - Termination; Death:** Upon the resignation or dismissal of any employee in the bargaining unit the number of days of sick leave remaining to his/her credit shall lapse. In the event of death of any employee while in the state classified service, a sum equal to the number of days sick leave remaining shall be paid to his/her estate.

**11.6. In-State Transfer:** Any employee who changes from the service of one appointing authority to another, without a break in service, shall at the time of said change have transferred all accumulated leave to his/her credit.



**11.7. Payment- RIF:** Whenever a former employee, who has been separated from the bargaining unit by a reduction in force formula, or for reasons without prejudice but for the convenience of the state, is reinstated within three years, the previously accumulated and unused balance of his/her sick leave allowance shall be revived and placed to his/her credit.

**11.8.** A unit employee who has had a break in service shall be credited with prior periods of full-time state employment for leave accrual purposes if that employee's current period of full-time state employment has been three (3) or more continuous years in duration. Only prior periods of full-time state employment of two (2) or more consecutive years in duration shall be eligible for crediting.

## Article XII

### ASSOCIATION REPRESENTATION

**12.1. Stewards:** The Employer agrees that the Union shall have two (2) Stewards with the following placement:

#1 Northern Team B geographical area 1 Steward

#2 Southern Team A geographical area 1 Steward

**12.2. Non-discrimination:** The Employer agrees there shall be no discrimination against any Steward because of his or her duties as a Union official or member. The Union shall furnish the Employer a list of the Stewards representing the agency and keep the list current.

**12.3. Use of Work Time:** The Employer shall authorize a reasonable amount of time during the regular working hours without loss of time or pay, to permit the Steward to carry out their responsibilities in accordance with the provisions of this Agreement. The Union agrees that it shall guard against the use of excessive time in handling such responsibilities. Each Steward, before leaving his/her assigned work area to transact appropriate **Union** business, shall first obtain the consent (which consent shall not be unreasonably withheld) of his/her immediate supervisor; upon entering a work area, other than their own, the Steward shall first advise the appropriate supervisor of his/her presence and specify the name(s) of the employee(s) to be contacted.

**12.4. Training:** The Employer agrees to authorize three (3) days off in each contract year, without loss of time or pay for the Steward(s) to attend a Union training program. The Association shall notify the Employer not less than twenty (20) days in advance of such proposed training program.

**12.5. Temporary Replacement:** Whenever an employee who is a Steward finds that he/she also is the "supervisor" in a grievance procedure, it is agreed that another authorized Steward shall function in that particular grievance.

**12.6. Incur No Expense:** The Employer will not bear any expense, other than with respect to the Steward's time involved during regular duty hours, for the functions of any Steward. The Union shall reimburse the Employer for any other expense to the state incurred as a result of the Steward's function.

**12.7. Steward/Agency Meetings:** Agency heads shall meet with steward(s) upon written notice from the Union. Such meetings will be held within ten (10) working days from the request date, unless it is mutually agreed to extend the time frame.

**12.8. Representation of Employees:** An employee shall be entitled to Union representation at an investigative interview or meeting if requested by the employee when that employee reasonably believes that the interview or meeting may result in disciplinary action against him/her. The Union representative's role at an investigative interview or meeting is to consult with the employee. The Employer is free to insist upon hearing the employee's own account of the matter(s) under investigation. The Parties agree that in all cases the principles of "Weingarten" and "Garrity" and other applicable case law shall be observed. The provisions of this article shall apply to both full and part-time employees. "Disciplinary action" means action resulting in a written warning, the withholding of an annual increment, a suspension, a demotion or a dismissal, as stated in the Administrative Rules of the Division of Personnel.

### **Article XIII**

#### **SAFETY and HEALTH PROTECTION**

**13.1. Work Environment:** It is mutually agreed that the prevention of accidents and injuries to state employees will result in greater efficiency of operations of state government. Toward this end, the Employer shall make every reasonable effort to provide and maintain safe and healthy working conditions and the Union shall fully cooperate by encouraging all employees to perform their assigned tasks in a safe manner.

**13.2. Safety Committee:** A Safety Committee composed of members representing fulltime and regularly scheduled part-time employees and representing management within the bargaining unit or multiple bargaining units within the same location shall be established. The purpose of the committee shall be to develop programs of safety education, health protection and reasonable standards for compliance by both Employer and employee. Voluntary compliance will be sought initially to reduce injuries and lost workdays.

**13.2.1. Meetings:** The Safety Committee shall meet at the call of either the Employer or the Union, within ten (10) days.

**13.3. Access to Aid, Information:** The Employer agrees to maintain first aid kits located in secure but readily accessible areas. All on-the-job injuries, regardless of seriousness, shall be reported to the Supervisor. The names and telephone

numbers of emergency services, e.g. police, fire, licensed ambulance services and the poison control center shall be posted on official bulletin boards.

**13.4. Access to Inoculations, Diagnostic Clinics:** Full-time employees shall be allowed reasonable time off from their duties without loss of time or pay in order to participate in inoculations or diagnostic clinics which are sponsored for public employees or authorized by the Division of Public Health. Such time off must be approved by the immediate supervisor and not be unreasonably denied.

**13.5. Special Services:** The Safety Committee shall ascertain the desirability and/or necessity of providing physical and ophthalmologic examinations, immunization or other diagnostic screening of selected occupations.

**13.6. Leave for Training:** The Employer may authorize reasonable time off for safety committee members to attend safety and health seminars and training sessions.

**13.7. Establish Programs:** The Safety Committee shall investigate the feasibility of the establishment of an employee assistance program, comprehensive health and lifestyle programs, and affect their implementation to the full extent found to be feasible.

**13.8. Training for Specialized Equipment:** The Safety Committee shall establish guidelines that will ensure the proper training for employees who use unique or specialized equipment.

**13.9. Areas of Interest:** The following areas shall be addressed for the purpose of establishing guidelines, implementing programs and/or providing equipment:

- a. Protective clothing
- b. Safety equipment
- c. Fire prevention equipment
- d. First aid kits and first aid training
- e. Self-defense guidelines where appropriate
- f. Transportation of clients
- g. Number of employees in selected situations
- h. Work site hazards
- i. Air quality
- j. Ergonomics

Other areas of health and safety are subjects of concern for the Safety Committee.

**13.10. Unit Safety Committees:** Each unit shall have a Safety Committee with equal numbers from management and labor. Labor representatives shall be appointed by the Association.

**13.11. Response to Recommendations:** The Employer shall provide, within thirty (30)

days, a written response to the recommendations of the safety committee which indicates acceptance or rejection of the recommendations and the reasons therefore. An extension of thirty (30) days is permitted upon written notification to the Safety Committee. Unresolved issues shall be submitted to the Labor Management Committee for resolution according to a majority vote of its members. If the LMC is evenly split on an issue, the Association retains the right to submit the matter to arbitration under Article XIV, Section 14.5.

## **Article XIV**

### **GRIEVANCE PROCEDURE**

**14.1. Purpose:** The purpose of this Article is to provide a mutually acceptable procedure for adjusting grievances and disputes arising with respect to interpretation or application of any provision of this Agreement.

**14.1.1. Intentions:** It is intended that the procedure provided herein shall facilitate the resolution of any such disputes at the lowest possible level, and the Employer and the Union agree to work together towards this end. Nothing in this article shall be interpreted as preventing or discouraging any full-time or regularly scheduled part-time employee from discussing any disputed matter in an informed and informal manner with the immediate supervisor or the Employer. Such discussions will not, however, interfere with the right to seek resolution of the dispute through the grievance procedure provided herein.

**14.1.2. Investigations:** The Steward, when requested by one or a number of employees whom he/she represents, may investigate the basis for any dispute arising under this Agreement and may, at any stage, assist the employee(s) in seeking resolution of such dispute through the grievance procedure provided herein. A staff representative of the Union may substitute in place of the Steward.

**14.1.3. Procedure:** Any employee having problems concerning the interpretation or application of any provision of this Agreement shall seek adjustment in the step order listed below according to the organizational pattern of his/her agency. There shall be not less than two nor more than five adjustment steps.

**14.1.4. Time Limits:** All time limits set herein may by mutual agreement between the grievant and the Employer be extended.

**14.1.5. Non-Intervention:** Nothing in this Article shall be construed as an abrogation of the right of any employee to present a grievance without the intervention of the exclusive representative in accordance with RSA 273-A:1 I(a).

**14.1.6. Group Grievances:** If a group of employees files a grievance, not more than three (3) employees shall represent the group at any scheduled meeting provided for in the steps listed below.

**14.1.7.** In any case where the rights of the Union, as opposed to rights of members, are

affected, the Union may file a grievance in its own name through any of its agents or officers and shall be filed directly with the Manager of Employee Relations and shall be considered a Step III appeal.

**14.1.8.** A grievance initiated by the Employer against the Union or its members shall be filed directly with the President of the Union and shall be considered a Step III appeal.

**14.1.9. Filings:** A grievance shall be filed within fifteen (15) work days of the time the grievant knew or should have known of the alleged violation.

**14.1.10. Written Notices:** A copy of all grievances which have been reduced to writing shall be forwarded to the Bureau of Employee Relations and to the offices of the Association.

**14.2. Grievance Procedure - *STEP I - Employee and Immediate Supervisor***

**14.2.1.** The employee and/or his/her representative of their choosing, shall present to his/her supervisor all the facts pertaining to the dispute.

**14.2.2.** The immediate supervisor shall resolve the dispute at once or notify the employee or his/her representative of the decision within five (5) working days from the day the problem was presented to him/her.

**14.3. Grievance Procedure - *STEP II - Employee and Intermediate Supervisor***

**14.3.1.** If, subsequent to the immediate supervisor's decision, the employee and/or his/her designated representative, feels further review is justified, notification to that effect and a statement of all the facts pertaining to the problem, specifying the Article(s) and Section(s) which have been allegedly violated shall be made in writing to the intermediate supervisor, as well as the immediate supervisor, within five (5) working days from the day the employee was informed of the immediate supervisor's decision.

**14.3.2.** The intermediate supervisor shall schedule a meeting with those concerned as soon as practicable after receipt of the written notification of appeal. Such meeting shall be scheduled within ten (10) working days.

**14.3.3.** The intermediate supervisor shall notify in writing the employee or his/her representative and his/her immediate supervisor of the decision reached within five (5) working days after the meeting.

**14.4. Grievance Procedure -*STEP III - Employee and Commission***

**14.4.1.** If, subsequent to receipt of the intermediate supervisor's decision, the employee and/or his/her designated representative feels that further review is justified, notification to that effect and a statement of all the facts pertaining to the problem, specifying the Article(s) and Section(s) which have been allegedly violated, and shall be made in writing to the Commission within five (5) working days from the day the employee was informed of the decision reached.

**14.4.2.** The Commission or its designated representative shall schedule a meeting with those concerned as soon as practicable after receipt of the written notification of appeal. Absent exigent circumstances, such meeting shall be scheduled within ten (10) working days.

**14.4.3.** The Commission or its designated representative shall notify in writing the employee or the designated representative, and the supervisors concerned of the decision reached and reasons therefore within ten (10) working days after the meeting.

**14.5. Grievance Procedure-STEP IV-ARBITRATION**

**14.5.1.** If subsequent to the agency head's decision the Union feels that further review is justified a petition may be submitted to the Labor Management Committee for the appointment of an arbitrator as provided in 14.5.4. or for the Labor Management Committee to schedule a meeting to review the petition. Said petition shall be submitted within fifteen (15) working days from the date the employee or Steward was notified of the decision. A copy of the petition must be sent to the Employer at the same time.

**14.5.2. Arbitrator's Powers:** The arbitrator shall have no power to render a decision that will add to, subtract from or alter, change or modify the terms of this Agreement, and his/her power shall be limited to interpretation or application of the express terms of this Agreement, and all other matters shall be excluded from arbitration. To the extent that a matter is properly before an arbitrator in accordance with this provision, the arbitrator's decision thereon shall be final and binding providing it is not contrary to existing law or regulation nor requires an appropriation of additional funds, in either of which case it will be advisory in nature.

The Parties further agree that questions of arbitrability are proper issues for the arbitrator to decide.

**14.5.3. Cost of arbitration:** If there is any expense charged by the arbitrator it shall be borne equally.

**14.5.4. Arbitrator Panel:** Arbitrators shall be chosen by the parties from a list maintained by the Public Employees Labor Relations Board (PELRB). If the parties are unable to agree on an arbitrator, the PELRB shall be asked to appoint an arbitrator.

**14.5.5. Panel Conditions:** Arbitrators appointed to the panel shall agree to the following conditions:

- a. Daily fees will not exceed a mutually agreed upon amount, per day plus reasonable expenses;
- b. Except in unusual cases one day of Arbitrator's study time will be allowed for each day of hearing;



- c. The arbitrator will provide a hearing date within sixty (60) days of a request for hearing. If unable to do so, the Arbitrator's name will be placed on the bottom of the list and the next member will be appointed;
- d. An arbitration decision shall be rendered within thirty (30) days of the close of the hearing.

#### **14.6. General Provisions:**

**14.6.1. Sufficient Steps:** Steps I and III may be sufficient in a small unit. Step II may be duplicated as an additional step in a large unit where more than one intermediate supervisor may be affected.

**14.6.2. Consistency with Agreement:** Any resolution of a grievance shall not be inconsistent with the terms of this Agreement.

**14.6.3. Missed Time Limits:** Failure on the part of the supervisor or Agency Head to comply with the time limit requirement of this Article shall elevate a grievance to the next step unless the Parties have agreed to extend the time limit requirement.

### **Article XV**

#### **SEPARABILITY**

**15.1.** In the event that any provision of this Agreement at any time after execution shall be declared to be invalid by any court of competent jurisdiction, or abrogated by law, such decision or law shall not invalidate the entire Agreement, it being the expressed intention of the Parties hereto that all other provisions not thereby invalidated shall remain in full force and effect.

### **Article XVI**

#### **EMPLOYEE RECORDS and RIGHTS**

**16.1. Access to Personnel Files:** All employees shall be allowed access to their personnel files during normal working hours for inspection and/or copies of documents which will be provided by the Employer. Such inspection shall be made subject to prior arrangement with the Employer.

**16.1.1. Copies of Letters:** An employee shall be provided with a copy of letters of complaint by a third party and letters of commendation at the same time such letters are placed in the personnel file.

**16.1.2. Employment Recommendations:** If requested upon termination, an employee will be advised of any recommendation for rehire which has been made a part of that employee's record.

**16.2. Location of Files:** Every employee shall be informed as to the existence and



location of all personnel files. A personnel file shall be defined as any file kept by a supervisor or custodian of official records which relate directly in any way to an employee's status as an employee.

**16.2.1.** Unit Employees shall receive a performance evaluation in accordance with existing law, regulation and/or Department policy.

**16.2.2.** The Employer's failure to provide a timely evaluation shall not constitute a valid reason for withholding a salary step increase

**16.3. Reasons for Non-Selection:** An employee who is not selected after applying for a posted position shall be informed in writing of his/her non selection and the reason therefore within a reasonable period of time as required by Per 602.02.d. of the Administrative Rules of the Division of Personnel.

**16.4. Pay and Leave Records:** All records pertaining to time worked, overtime, compensatory, sick leave and annual leave shall be maintained and be available for inspection at a designated area.

**16.5. Disciplinary Investigations:** The agency head or designee shall inform any unit employee who is the subject of a disciplinary investigation in writing within fourteen (14) calendar days that an investigation of the employee has commenced and the specific reasons for the investigation . Upon completion of the investigation the unit employee shall be informed in writing as to the outcome of said investigation. In the event that a bargaining unit employee is suspended from duty pending completion of an investigation, all benefits as described with their Collective Bargaining Agreement shall remain in effect as provided below:

1. All persons suspended without pay shall maintain their medical and dental benefits during the suspension.
2. All persons suspended with pay or placed on Administrative leave shall maintain their level of benefits as expressed within their Collective Bargaining Agreement.
3. If reinstated, seniority, eligibility for step increases and creditable service toward retirement shall be restored for the period of suspension without pay.
4. In all cases any person suspended shall be afforded their due process under law, statute, policy, rules and/or procedures.

**16.6. Changes of Job Specifications:** All employees shall be notified in writing of any changes in his/her job specifications and duties upon receipt of said changes from the Division of Personnel, and/or from directives from the Commissioner/Agency Head or any of his/her designated representative .

**16.7. Privacy:** The Employer agrees to make every reasonable effort to counsel and/or reprimand full-time employees in private and to limit discussion of any employee's problems by supervisors to essential parties.

**16.8. Employee Permanent Status:** Notwithstanding any rule to the contrary, an agency appointing authority may request approval from the Division of Personnel for permanent status for any probationary employee prior to the end of that employee's probationary period but not sooner than six months following that employee's date of hire. This provision shall not apply to employees in positions for which a year-long training or evaluation period is required.

**16.9. Rights at Lay Off:** A bargaining unit employee who has ten (10) or more years of continuous full-time state service who receives a notice of layoff shall be entitled to displace (bump) another employee within the same division under the following conditions:

1. The employee receiving the notice of layoff notifies the Employer of the intent to bump an employee within the same division within five (5) working days of receipt of the notice of layoff; and,
2. The employee who is to be bumped has less than ten (10) years of continuous full-time state service and is in a position with a lower salary grade; and,
3. The employee receiving the notice of layoff and wishing to bump an employee within the same division is certified by the Employer as qualified for the position of the employee who is to be displaced.
4. An employee who receives a notice of lay off and fails to notify the Employer of intent to bump another employee within the same division within the five (5) working days shall lose the right to bump.

## **Article XVII**

### **NOTICES**

**17.1. Notice to Union:** Whenever a written legal notice is required to be given by the State to the **Union**, such notice shall be given to the state organization of the President of the Union of the New England Police Benevolent Association.

**17.2. Notice to State:** Whenever written legal notice is required to be given by the Union to the Employer such notice shall be given to the Commission or designee.

## **Article XVIII**

### **WAIVER**

**18.1.** Waiver by either Party of the other's non-performance or violations of any term or condition of this Agreement shall not constitute a waiver of any other nonperformance or violation of any other term or conditions of this Agreement, or of the same non-performance or violation in the future.

**Article XIX**  
**WAGES and BENEFITS**

**19.1.1.** Employees shall be entitled to all the rights and benefits provided by this Agreement.

**19.2. Wages:**

**19.2.1.** Each classified full-time and part-time employee shall be paid in accordance with the salary schedules contained in Appendix A. Effective November 3, 2023, the initial adjustment of wages shall be based on the data provided in the position crosswalk provided by the Employer, dated September 8, 2023. The Employer shall provide the Association information regarding any adjustments to the data provided in the September 8, 2023 crosswalk that may be necessary due to data entry errors or personnel transactions conducted in the normal course of business. Final agreement shall be contingent upon the Association's review and acceptance of the data provided in the position crosswalk, dated September 8, 2023.

- a. Notwithstanding any Article or Rule to the contrary, nothing in this Agreement shall prevent the Employer from requesting higher step placements from the Division of Personnel for unit employees who are promoted, demoted or transferred into another position within their own unit or in a different unit.
- b. Notwithstanding any Article or Rule to the contrary, nothing in this Agreement shall prevent the Employer from requesting higher step placements from the Division of Personnel for current unit employees when:
  - 1. An employee newly hired into state service in the same classification is placed at a higher step; or
  - 2. A unit employee who is promoted or transferred into another position of the same classification is placed at a higher step.
- c. Any request approved in accordance with (b) above shall be effective on the first day of the first pay period occurring at least thirty days after the request is submitted to the Division of Personnel.

**19.2.2.** Effective November 3, 2023, the salary schedules specified in 19.2.1. shall provide for eleven primary steps in each pay band established therein, known as step one through step eleven, together with a "Trainee" step preceding step ("step T") one as well as an "Advancement" step ("step A") following step eleven.

- a. An employee shall be eligible to progress from step one through step seven upon successful completion of one year at the prior step. An employee shall be eligible to progress from step seven through step eleven upon two years at the prior step. For the purposes of this section, successful completion means that an employee shall have received satisfactory annual performance evaluations

- for the period. The Employer's failure to provide a timely evaluation shall not constitute a valid reason for withholding an increment.
- b. An employee hired at step T shall progress from step T to step one upon meeting the minimum requirements for the position.
  - c. Approval of an in-band advancement shall not change the underlying timing of an employee's step progression.
  - d. An employee who receives an in-band advancement shall be paid at the next higher step within the employee's pay band. Upon receiving subsequent step increases in their underlying step progression, an employee shall continue to be paid at the equivalent of a step higher than the step to which they have progressed.
  - e. An employee shall be eligible to be paid at step A when:
    - 1. While already at step eleven, they are granted an in-band advancement; or
    - 2. The employee has previously received an in-band advancement at a lower step and subsequently progresses to step eleven in their underlying step progression.
  - f. An employee's in-band advancement and associated pay at a higher step may be removed if:
    - 1. The employee no longer meets the qualifications necessary for the in-band advancement; or
    - 2. The employer's operational needs no longer require the duties or responsibilities associated with the in-band advancement to be performed.
  - g. The Employer shall provide the employee written notice 30 days prior to the removal of an in-band advancement in accordance with f.2 that does not have a defined end date and has been in effect for 180 days or more. This notice shall include the justification for the removal of the in-band advancement and notification to the employee that any request for consultation regarding the removal of the in-band advancement be received within 30 days.
  - h. Where an in-band advancement is in place for a specific position and the Employer requires an employee who satisfies the requirements of the in-band advancement to perform the relevant duties and functions on an ongoing basis, the pay associated with the in-band advancement shall be effective on the first day of the pay period in which the employee assumed those duties.
  - i. Any employee who has been at step five, six, seven, or eight for a minimum of one year and who is placed at step one through step six on the new pay schedule effective with this amendment in Appendix A, shall, upon implementation of the new pay schedules be advanced one step.
  - j. Any employee who has been at step eight for a minimum of two years prior to the effective date of this amendment and who is not placed at step eleven on the new pay schedule made effective with this amendment in Appendix A shall, upon implementation of the new pay schedules, be advanced one step.
  - k. Any employee who has been at step nine for a minimum of two years prior to the effective date of this amendment and who is not placed at step eleven on the new pay schedule made effective with this amendment in Appendix A shall, upon implementation of the new pay schedules, be advanced one step.

- l. The waiting periods specified herein shall not apply to, and an increment date shall not be adjusted for, promotions and reclassifications resulting in a higher pay band.
- m. If an employee is promoted into a job title with a pay band having a higher minimum rate of pay, the employee's step shall be set to the lowest step in the new pay band that increases their hourly rate of pay by:
  - (1) An amount equal to at least one step in the former pay band or,
  - (2) In the case of an employee who is at step eleven in the former pay band, an amount equal to at least 3%.

**19.2.3.** All salaries for classified bargaining Unit Employees shall increase 10.00% effective at the beginning of the first pay period immediately following July 1, 2023, and shall be paid in accordance with the salary schedule contained in Appendix A.

**19.2.4.** All salaries for classified bargaining Unit Employees shall increase 2.00% effective at the beginning of the first pay period immediately following July 1, 2024, and shall be paid in accordance with the salary schedule contained in Appendix A.

**19.2.5. Hazardous Duty Pay:** In recognition of the diverse nature of the job duties of bargaining unit members, each bargaining unit member shall receive a payment above base wages in the amount of thirty dollars (\$30.00) per week. Bargaining unit members shall be entitled to receive this payment until such time as their labor grade assignments are adjusted upward to reflect this recognition.

**19.2.6.** In recognition of the complexity of creating a market based pay adjustment process, the Parties shall establish a Task Force composed of not less than five (5) persons appointed by the Employer and not more than one (1) person to be appointed by the Association.

The purpose of the Task Force is to:

- a. Identify and discuss the primary interests and outcomes each Party has regarding the authorization and implementation of market based pay adjustments; and,
- b. Identify potential processes and procedures for authorizing and implementing a system of market based pay adjustments.

The Task Force shall have its first meeting no later than November 15, 2023 and, thereafter, shall meet no less than monthly or as necessary per the agreement of the Task Force members. If consensus is reached among the members, the Task Force shall produce a written report, detailing options or recommendations for authorizing and implementing a system of market based pay adjustments. If no such consensus is reached, the individual Parties represented on the Task Force may submit their own findings and recommendations for inclusion in the report.

The report shall be presented to the Director of the Division of Personnel and to the negotiating teams of the Employer and all bargaining units no later than September 1,

2024. After submission of the report, the Task Force may continue to meet, upon agreement of all Parties.

**19.3. Payroll Information:** Payroll checks shall include all required information, a clear designation as to the amount and category, e.g., regular, overtime or holiday pay, of compensation for which payment is being made.

**19.3.1. Direct Deposit:** The Employer agrees to make available to all-employees, to the extent that banking institutions cooperate, direct deposit of payroll checks.

**19.3.2. Applicable Rates:** Any applicable compensation for overtime and holidays shall be paid in conjunction with employees regular pay check for the pay period in which such work was performed.

**19.3.3. Itemization of Compensation:** The Employer shall make every reasonable effort to provide a check stub breakdown of information on hours worked in every pay category; and, all individual leave accruals (annual, sick, bonus, holiday).

#### **19.4 Travel Reimbursement:**

**19.4.1. Conformance with Regulations:** Reimbursement for travel and meals shall conform to regulations established by the Department of Administrative Services with the approval of the Governor and Executive Council and to the terms of this Agreement. The Employer agrees that it will not adopt any travel or meal regulation for unit employees without first consulting with the Association pursuant to the provisions of Article IV.

**19.4.2. Reimbursements and Advances:** The Employer agrees to reimburse all - employees for valid travel expenses within fifteen (15) working days of the date the employee submits to the Employer a properly completed travel expense voucher. The Employer agrees to treat travel reimbursement requests with the same priority as payroll.

Upon request, employees shall receive either a cash advance or a state-issued credit card to cover out-of-state travel expenses.

**19.4.3. Mileage:** The Parties agree that all full-time and part-time employees who are required to use their private vehicles for State business shall be reimbursed for all miles incurred in excess of the round trip mileage between an employee's home and their official headquarters at the maximum rate then allowable by the U.S. Internal Revenue Service for the first mile of travel. The Parties further agree that changes in the mileage reimbursement rate, as a result of U.S. Internal Revenue Service action, shall be made prospectively. The Parties further agree that an employee shall record mileage incurred on State business from the odometer readings on his/her vehicle and the Employer shall reimburse for all reasonable travel incurred. In no instance, however, shall the Employer reimburse for travel



incurred when the mileage is equal to or less than the round trip mileage between the employee's home and the site of their official headquarters unless such reimbursement is specifically authorized by this Agreement.

**19.4.4 Meals:** All employees shall be reimbursed for meals when traveling on State business in accordance with the following conditions and schedule:

**a. In-State Travel:** When associated with necessary overnight stay, employees shall be reimbursed up to the following amounts without a receipt:

Breakfast - \$8.00 Lunch - \$12.00 Dinner - \$21.00

The Employer shall adjust the above rates in July of each year by adopting the then current travel per diem rates set by the General Services Administration for Merrimack County.

**b. Out-of-State Travel:** When associated with State business, employees shall be reimbursed for meals at rates consistent with the General Services Administration (GSA) Travel Per Diem Rates, in effect at the time of travel, without a receipt.

**c.** The Employer may also authorize meal reimbursement for an employee who is required to work beyond his/her regularly scheduled hours or who requests to attend an official function, banquet, dinner, or meeting associated with a meal, provided that authorization is given in advance and in writing. The Employer shall not require an employee to attend an official function, banquet, dinner, or meeting associated with a meal if reimbursement is not authorized.

**19.4.5. Lodging:** The Employer agrees to reimburse all full-time and part-time employees for necessary lodging expenses incurred while on State business in accordance with regulations established by the Department of Administrative Services with the approval of the Governor and Executive Council.

**19.4.6. Access to Regulations:** Upon request, any employee shall be provided with access to all travel regulations and any changes promulgated thereto.

**19.5. Portal-to-Portal:** All employees shall receive portal to portal mileage reimbursement when on a call back.

**19.6. Uniforms:** If an employee is required, by the Employer, to wear a uniform, such uniform shall be issued to the employee.

**19.6.1.** The employer shall pay cleaning expenses for all Class A, B, or C uniforms, as well as civilian attire worn on duty in accordance with Division and/or Commission Policy. The Commission may designate the method by which this is done. Class A uniforms are full dress uniforms, Class B are police uniforms with long sleeve uniform shirts, and Class C are police uniforms with short-sleeve uniform shirts. The Division shall not pay for cleaning Class D (wash and wear)



uniforms.

**19.6.2.** The employer shall not charge the employee for the repair/ replacement of any issued equipment if loss or damage occurred in the normal performance of the employee' s assigned duty.

**19.7.** Employees shall receive an annual clothing and equipment reimbursement of up to five- hundred fifty dollars (\$550). Employees shall be allowed to wear appropriate civilian clothing while on an administrative duty shift. Employees shall not be required to wear a suit unless they are performing a duty that requires a suit to be worn - such as court. For the purposes of this section, appropriate civilian clothing shall be defined as business casual.

**19.8. Field Training Officers:** The employer agrees to pay field training officers one (1) hour of overtime per day when working with trainees. Field training officers must be working with the trainees on the date(s) for which they will be paid.

**19.9 Access to Rules and Regulations:** All employees shall have available to them all rules, regulations and directives relative to the department by which they are employed.

**19.10. Health Insurance:**

**19.10.1.** The Employer shall make available to employees and their dependents a Network health benefit plan (i.e. HMO) and a Point-of-Service (i.e. POS) health benefit plan, both with site-of-service components. An employee's eligibility and opportunity to elect available health care options shall be in accordance with the "Benefits Highlights" set forth in Appendix F and G and the enrollment conditions of the respective plans. Appendices F and G are incorporated by reference into the health provisions of this Agreement. The Employer shall make available a complete listing of site of service providers and shall keep the listing current.

The Association acknowledges that the HMO plan and POS plan provider(s) shall be chosen by the Employer, and that the election by any employee(s) to participate in either plan shall not entitle said employee(s) to any further benefits not expressly provided for by this Agreement.

The level of benefits, cost-sharing, dependent coverage and Employer premium contributions, of the HMO and POS health plans offered under this provision shall be in accordance with the following provisions and with the specifications for a competitive bid.

- a. All employees who subscribe in either the HMO or the POS plan shall pay \$32.00 per pay period for employee only coverage, \$42.00 per pay period for two-person coverage, or \$52.00 per pay period for family coverage.

An employee's obligation to make full payment of these contributions shall remain in effect at all times during which the employee receives benefits under this Article, including times during which the employee is not in paid status for any reason including, but not limited to, suspension or leave without pay.

- b. The HMO plan design shall be as described in Appendix F. Additional benefits, terms of coverage, exclusions and limitations not described in and not inconsistent with Appendix F shall be comparable to those set out in the Benefits Booklet for active state employees in effect on the day preceding the effective date of this agreement. The office visit co-payments for the HMO Plan shall be \$15.00 per visit for Primary Care Physicians and \$30.00 per visit for Specialists. A \$100.00 per occurrence co-payment shall apply to emergency room services which shall be waived if the person for whom the service is provided is admitted, \$50.00 per occurrence co-payment shall apply to urgent care services and \$30.00 per occurrence co-payment shall apply to walk in centers.
- c. The POS plan design shall be as described in Appendix G. Additional benefits, terms of coverage, exclusions and limitations not described in and not inconsistent with Appendix G shall be comparable to those set out in the Benefits Booklet for active state employees in effect on the day preceding the effective date of this agreement. The office visit co-payments for the POS Plan shall be \$15.00 per visit for Primary Care Physicians and \$30.00 per visit for Specialists. A \$100.00 per occurrence co-payment shall apply to emergency room services which shall be waived if the person for whom the service is provided is admitted, \$50.00 per occurrence co-payment shall apply to urgent care services and \$30.00 per occurrence co-payment shall apply to walk in centers.
- d. Subscribers in either the HMO or POS plans shall be eligible to participate annually in a health reimbursement arrangement established by the Employer, upon annual completion and proper submission of the health risk appraisal provided for under the respective plan. The arrangement shall provide funds for the payment of any out-of-pocket costs associated with health care services, to include reimbursement for deductibles incurred and products obtained under the health plan, including vision exams and eyewear, up to the amount of \$200.
- f. The Employer shall provide coverage under the health plans consistent with Chapter 321 of the Laws of 2006, and known as Michelle's Law and codified in RSA 415.
- g. Utilization of Cost-effective Providers. The Employer shall provide a voluntary employee incentive program that offers taxable cash payments to employees who utilize cost-effective health care providers. The Employer

shall consult with the Association regarding the design and implementation of the program. This provision shall remain in effect until it can be shown that it is no longer effective as a cost-saving measure or until the plan administrator ceases to administer the program.

- h. Health Promotion. Effective January 1, 2014, the Employer shall provide a voluntary employee incentive program that offers taxable cash payments not to exceed \$300 per employee per calendar year to employees who participate in health promotion activities and programs offered by the Employer. The Employer shall establish the specifics of the programs through the Health Benefit Committee. All approved vendors contracted with the health plan administrator shall be permitted to provide services on state premises for employees.
- i. Prescription Drugs - The prescription drug plan shall include the following:
  - 1. Mandatory Mail Order for Maintenance Drugs after three (3) retail purchases per prescription, with employee opt out.
  - 2. Mandatory Generic Substitution with DAW 2 (i.e., the only exception is physician ordered "Dispense as Written")
  - 3. Co-payments:
    - a. Retail Co-payments - \$10 for each generic medicine/ \$25 for each preferred brand name medicine/\$40 for each non-preferred brand name medicine.
    - b. Mail Order Co Payments - \$1 for each generic medicine/ \$40 for each preferred brand name medicine/\$70 for each non-preferred brand name medicine.
  - 4. Exclusive Specialty Pharmacy
  - 5. Step Therapy
  - 6. Quantity Limits
  - 7. Pharmacy Advisor
  - 8. Maximum out of pocket expenses shall be \$750.00 per individual per calendar year and \$1,500.00 per family per calendar year.
- J. A Smoking Cessation Program will be maintained.
- k. Coverage shall be provided for dependents to age twenty-six (26).
- I. Employees shall participate in working rate suspensions carried out by the Department of Administrative Services. Employee "premium" contributions shall be treated the same as other sources of revenue into the employee benefit risk management fund for purposes of the working rate suspension.
- m. A bargaining unit employee who is laid off and who elects to continue on the health plan shall not be required to submit a contribution for coverage for the first one month following lay off if the laid off employee is not eligible to retire and receive post-retirement benefits under RSA 21-1:26-36 or RSA 100-A:52-55, and is not eligible to receive medical or healthcare coverage under

another employer, as the spouse of a person covered under the plan of another employer, or the state plan as the spouse of a state employee.

- n. No individual may be covered as a dependent of more than one employee and no employee can be covered as both an employee and as a dependent.
- o. Site of Service Locations: As Site of Service locations are added they will be added to the list of accessible locations.
  - 1. Ambulatory Site of Service Locations: Any deductible for outpatient ambulatory surgery center services will be waived or reimbursed for employees and their family members who live and receive these services more than 45 miles\* from an Ambulatory Site of Service location. This section shall expire when Ambulatory Site of Service locations are established throughout the State so that no employee or family member must travel more than 45 miles, as the crow flies, from their town/city of residence for Ambulatory Site of Service locations.
  - 2. Laboratory Site of Service Locations: Any deductible for outpatient laboratory services will be waived or reimbursed for employees and their family members who live and receive these services more than 45 miles\* from a laboratory Site of Service location. This section shall expire when Laboratory Site of Service locations are established throughout the State so that no employee or family member must travel more than 45 miles, as the crow flies, from their town/city of residence for Laboratory Site of Service locations.
  - 3. For purposes of this section statewide coverage shall be defined such that no member must travel more than 45 miles, as the crow flies, from their town/city of residence to access a Site of Service location. The determination of the existence of statewide coverage of Site of Service locations for all employees and waiver/reimbursement process shall be made by mutual agreement of the State and the unions represented at the Health Benefits Committee.
  - 4. Employees or their family members who live or receive services outside the State of New Hampshire are subject to the deductibles if they do not go to a Site of Service location.
  - 5. This provision shall take effect on January 1, 2014.
- p. Health Insurance: Effective January 1, 2022, the Employer shall provide coverage under the health plans consistent with Chapter 417-E:2 of the Laws of 2014.

\*Source of reference: NH Code Administrative Rules PART Ins 2701.06 (d) (1) (c)

**19.10.2. Health Benefit Committee:** There shall be a health benefit committee composed

of seven members appointed by the Employer, four members appointed by Local 1984 of the Service Employees International Union (Association), one member appointed by the New England Police Benevolent Association (NEPBA), one member appointed by the Teamsters Local 633 (Teamsters) and one member appointed by the NH Troopers Association (Troopers). One Association appointee, chosen by the Association, shall be placed on the evaluation teams responsible for scoring the responses to the Employer's solicitations for health plan administrators, dental plan administrators and pharmacy benefit plan administrators. The Association appointee shall agree to be bound by RSA 21-1: 13-a, II and any other confidentiality obligation as may be imposed on the Employer.

- a. The purpose of the committee is: (1) to work with the Employer on all issues related to the purchase and administration of health benefit plans authorized or required by this agreement; and (2) to make recommendations to the Employer for changes in benefit design, utilization management, and/or provider payment policies that will preserve the continued viability of the health plan by limiting the growth in claims costs while improving the quality of care, including, but not limited to, recommendations concerning health education, wellness incentives, incentives to utilize "centers of excellence" or more efficient providers, preventive medical services, case management, disease management, high-risk intervention, aligning provider payment policies with quality improvement, and providing consumer information on treatment alternatives and provider cost-effectiveness.
- b. The Employer shall make available to the committee such expert advice and assistance as is reasonably necessary to accomplish its mission and the committee shall be entitled to receive any information relevant to its mission which does not violate Federal or State individual privacy rights or is not deemed to be confidential by law.
- c. The Employer shall consider the reports and recommendations of the committee on issues related to the purchase and administration of the health benefit plan before making final purchasing decisions, provided that the reports and recommendations are timely filed. Nothing contained in this section shall prevent the Association's representatives on the Committee from contacting the Governor and Executive Council members about any health benefit vendor contract subject to any non-disclosure agreement or statutory disclosure prohibition. The Department of Administrative Services shall notify the Association's Committee representatives of its intent to place such contract onto the Governor and Executive Council agenda by providing a copy of the contract to be submitted as many days in advance of the specific meeting at which it intends to bring forward such contract for Governor and Executive Council approval as is permitted by law.
- d. The Employer shall consider the reports and recommendations of the committee on issues related to claims costs and quality of care before making

proposals for health benefit plan changes in renegotiation of this Agreement, provided that the reports and recommendations are filed by July 1 of even-numbered years.

- e. The Committee shall meet at least monthly unless mutually agreed otherwise.
- f. The Employer, the Association, the NEPBA, the Teamsters and the Troopers shall receive a copy of any report or recommendations prepared by the Health Benefit Committee.

**19.10.3. Additional Health Benefit Advisory Committee Duties:** The Committee shall develop recommendations for the parties to secure alternative funding and provide for future retiree health expenses as described in NH RSA 21-1: 30.

- a. The committee shall also develop annual recommendations to the Commissioner of Administrative Services for current retiree health plan design changes that ensure the long-term sustainability and provision of the retiree health benefit.
- b. The Employer shall make available to the committee such expert advice and assistance as is reasonably necessary to accomplish this duty.

**19.10.4. Income Protection Leave:** The Employer agrees to provide Income Protection Leave (IPL) benefits providing replacement income for full-time Unit Employees who through non-occupational Illness or Injury become Totally Disabled and are unable to perform the duties of their occupation. Specific conditions and benefits are in accordance with Appendix H.

- a. The employees Accrued Annual Leave may be used by the employee to offset any reduction of the weekly benefit up to 100% of Weekly Base Earnings.
- b. An employee who is absent under this provision shall continue to have the employers share of health and dental benefits paid, and shall not have seniority, increment, longevity or leave accrual dates changed. Actual leave accrual will resume on the employee's return to work.

**19.11. Term Life Insurance:** Unit Employees shall be provided with group term life insurance of Fifty Thousand dollars (\$50,000). In addition, the Employer shall make available to the Unit Employee optional paid term life insurance coverage via payroll deduction 1x, 2x, 3x and 4x the Unit Employee's base annual salary. Voluntary selection of the 1x base annual salary is not subject to evidence of insurability.

**19.12. Parking:** The Employer agrees to make a reasonable attempt to provide parking for employees.

**19.13. Longevity:** Any full-time employee who has completed ten years of continuous service shall be paid, in addition to his/her normal salary, the sum of \$350.00 annually and an additional \$350.00 for each additional five years of continuous service. An employee shall be eligible to receive this payment if his/her anniversary date is on or before December 1. The longevity payment shall be paid in the employee's first paycheck



received in December. An employee who retires or terminates prior to December 1, but after his/her anniversary date, which is on or after December 2, will be entitled to the appropriate longevity payment upon retirement or termination.

**19.14. Dental Insurance:** Full-time employees, spouses and their dependents shall be provided with dental benefits, which shall be paid in full by the Employer with the exception of an employee per pay period contribution. The level of benefits shall be as described in Appendix D. Additional benefits, terms of coverage, exclusions and limitations not described in and not inconsistent with Appendix D shall be comparable to those set out in the Dental Plan Description for active state employees in effect as of June 30, 2007.

The per pay period contribution shall be:

Employee	\$2.00
Employee +I	\$4.00
Family	\$6.00

An employee's obligation to make full payment of these contributions shall remain in effect at all times during which the employee receives benefits under this article, including times during which the employee is not in paid status for any reason including, but not limited to, suspension or leave without pay.

The Employer shall provide coverage under the dental plans consistent with Chapter 321 of the Laws of 2006, (i.e., Michelle's Law).

Part-time employees shall receive dental insurance benefits where applicable by law.

**19.14.1.** No individual may be covered as a dependent of more than one employee and no employee can be covered as both an employee and as a dependent.

**19.15. Change of Residence:** The Employer agrees that when any full-time employee's residence for the "good of the state" after he/she has been permanently assigned, the actual moving expenses shall be borne by the Employer, in accordance with the Department of Administrative Services Manual of Procedure. Employees involved in voluntary moves or moves necessitated by promotion are liable for their own moving expenses. Any non-voluntary moves must be approved by the Commission.

**19.16. Unpaid Leave of Absence:** Any employee who has five (5) or more years of continuous service shall continue to have paid benefits as provided by 19.8. while on an authorized leave of absence without pay due to a non-job related illness or injury for a period not to exceed six months. The employee shall be informed that he/she may purchase the same coverage at group rates for up to 39 weeks at the end of the six-month period if circumstances warrant. The spouse and dependents of a deceased employee shall be entitled to an additional month of medical coverage at State expense.

**19.17. Personnel Reclassifications:** Any employee whose position is reallocated to a

higher salary grade as a result of a decision by the Director of Personnel to reclassify or reallocate that position shall be entitled to the appropriate pay at the new rate on:

- a. The first day of the pay period following written notification by the Director or the Director's designee of the decision if less than 90 days from filing; or
- b. Retroactively to the first day of the pay period following the 91st day from filing if written notification by the Director or the Director's designee of the decision exceeds 90 days. This section shall not apply to the decisions that are reconsidered or appealed.

**19.18. Discount at State Recreational Areas:** Any full-time employee and one (1) guest shall be entitled to a fifty-percent (50%) discount on the admission price of any state- owned recreational area. The discount at state-owned campgrounds is limited to Sunday through Thursday nights. Employees must abide by the established discount rules and regulations to obtain the discount.

**19.19. Payroll Confidentiality:** The Employer agrees that employee pay checks, pay stubs, and payroll advice forms shall be distributed in a manner which maintains the confidentiality of personal and payroll information. Maintenance of confidentiality shall not, however, be interpreted so as to hinder the normal functioning of the payroll system, or to limit access to personal and payroll information by employees whose job function requires such access.

**19.20.** Any bargaining unit member who is designated to serve as Acting Sergeant or Acting Lieutenant and performs the duties of a Sergeant or Lieutenant shall receive the rate of pay for the higher rank after 30 consecutive days of performing such duties.

**19.21.** Members of the bargaining unit assigned to the Central NH Special Operations Unit shall receive a \$500.00 annual pay differential or prorated share to be paid in January of each year. Such assignments will require Commission approval.

**19.22. Mothers' Health Care:** The Employer, in accordance with federal law, shall provide a private area and sufficient time for full-time or regularly scheduled part-time employee postnatal mothers to tend to lactation needs.

## Article XX

### TRAINING and EDUCATION

**20.1. Expense Reimbursement:** Each employee who is selected and authorized by the Employer to participate in any organized training, retraining or staff development program offered by the State during on-duty hours, will be reimbursed for expenses incidental to such training.

**20.2 Education Schedule Adjustments:** The Employer shall allow when practical, for an employee to make adjustments in his/her work schedules to complete previously approved job related courses.

## **Article XXI**

### **DURATION and REOPENING**

- 21.1. Duration:** This Agreement as executed by the Parties is effective on the date of execution and shall remain in full force and effect through June 30, 2023 or until such time as a new Agreement is executed.
- 21.2. Renegotiation:** Renegotiation of this Agreement will be effected by written notice by one Party to the other not later than October 5, 2024 or earlier by mutual agreement. Negotiations shall commence within fifteen (15) days after the receipt of such notice.
- 21.3. Impasse Procedures:** The Parties shall seek to reach agreement relative to the appointment of a mediator not later than the sixtieth (60) day preceding the budget submission date. The Parties shall seek to reach agreement relative to the appointment of a fact finder not later than the forty-fifth (45) day preceding the budget submission date. The Parties shall consider but not be limited to the service of the Federal Mediation and Conciliation Service and the American Arbitration Association for a mediator and fact finder respectively. If the Parties fail to reach an agreement on the choice of a mediator or fact finder, the PELRB shall be petitioned under the provisions of 273-A:12.
- 21.4. Sunset of Certain Provisions:** The provisions in this agreement relative to domestic partners of employees shall sunset six months after the effective date of legislation enacted by the Legislature of any law conferring the right upon persons of the same sex to form civil unions or to marry. If such legislation is later repealed, the domestic partner provisions in this agreement shall be reinstated upon the effective date of such repeal.
- 21.5. Re-Opening:** In the event that the Employer agrees to grant a general wage increase, agrees to a different health plan design, or agrees to less contributions to the health plan working rates with any other bargaining unit, agrees to a different definition of time worked for law enforcement bargaining units, during the term of this Agreement, the Parties may reopen negotiations within thirty (30) days after the Association makes a written demand upon the Employer to exercise this re-opener.
- 21.6. Limited Re-Opening for Purposes of Classification:** The Parties recognize that the State is in the process of migrating all classified positions from current job titles to occupation-specific job titles that align with a nationally established standard known as the Standard Occupational Classification (SOC) System. This migration shall:

- Reduce the number of class titles for simplification and clearer organization;
- Establish a framework to increase opportunities in career progression;
- Enable the comparison of jobs and pay with other organizations and industries; and
- Align with a national system that is regularly updated for sustainability.

The migration process shall not:

- Reduce the pay of any position;
- Change position duties;
- Change an agency's organizational structure;
- Eliminate positions or cause layoffs; or
- Evaluate employee performance;

The Parties further recognize that, after migration, bargaining shall be required to:

- Implement any revised pay schedules;
- Authorize occupation-specific pay adjustments;
- Consolidate existing pay schedules into a system of fewer pay bands;
- Modify the number, timing, and monetary value of steps; and
- Change the pay schedules assigned to positions from current pay schedules.

In the event that the Employer intends to move forward with post-migration changes that require bargaining between the Parties, the Parties shall reopen negotiations for the express purpose of negotiating changes necessary to implement these changes to the classification system. No other matters shall be subject to negotiation during this limited reopening, unless such matters are directly related to the changes being made as part of the reclassification project. The Parties shall reopen negotiations within thirty (30) days after the Employer makes a written demand upon the Association to exercise this reopener, which it shall do prior to implementing any changes relative to matters covered by this agreement.

## **Article XXII**

### **MISCELLANEOUS ISSUES**

- 22.1.** Each member of the bike unit shall have the right to use any issued bike 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 unit member's day off.
- 22.2.** 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.
- 22.3.** The Employer shall provide sufficient and proper protective clothing and safety equipment to properly protect each employee involved in any specific work operation.
- 22.4.** The Employer shall allow investigators to utilize state-owned vehicles assigned to them

as transportation to and from pre-approved fitness facilities to maintain physical fitness standards required by the Employer or Police Standards and Training Council under the following conditions:

- a. prior approval must be obtained from the Department
- b. the fitness facility must be a recognized business located within or adjacent to the investigator's patrol area.
- c. investigators may use their assigned vehicle only on duty days.
- d. investigators may not use their assigned vehicle for personal use on non-duty days.
- e. the time traveling to and from the fitness facility and the time at the facility are uncompensated.

**22.5.** 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.

**22.6.** In recognition of questions regarding the timeliness and current practices associated with the initiation and completion of personnel investigations, the Parties agree to establish a Task Force composed of not more than four (4) persons to be appointed by the Union Committee and four (4) persons appointed by the Employer.

The purpose of the Task Force is to identify issues with existing practice, if any, and to recommend processes for implementing any proposed solutions collectively identified by the Parties.

The Task Force shall have its first meeting no later than September 15, 2023 and, thereafter, shall meet as necessary per the agreement of the task force members. The task force shall produce a written report to be presented to the Employer and the Associations no later than May 1, 2024, unless an extension is agreed upon within the members of the Task Force.

~End~

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



Christopher T. Sununu, Governor  
State of New Hampshire

11/3/23  
Date



Investigator Scott Ferguson  
President  
NH Liquor Investigators  
Union/NEPBA Local 260

11/5/2023  
Date

Rudolph W. Ogden, III, Chair  
State Negotiating Committee

Lindsey Stepp  
Commissioner, New Hampshire  
Department of Revenue

Ronald Scaccia  
Executive Vice-President  
NEPBA Negotiating Team Representative

Rich Lavers  
Deputy Commissioner  
New Hampshire Department of  
Employment Security

Stephen J. Arnold, Sr.  
NEPBA New Hampshire State Director

Peter Dernas  
Manager of Employee Relations  
New Hampshire Department of  
Administrative Services  
Division of Personnel