

MEMORANDUM OF UNDERSTANDING

**WHEREAS** the Central Fleet Management Department has instituted a new shift 12:00 PM to 8:00 PM.

**WHEREAS** the Central Fleet Management Department and AFSCME Council 93, Local 298 have met to discuss the impact of the new shift on Central Fleet Management Department Bargaining unit.

**WHEREAS** AFSCME Council 93, Local 298 has proposed an agreement that it finds a suitable settlement to the Unfair Labor Practice complaint presently pending before the New Hampshire Public Employee Labor Relations Board.

**NOW THEREFORE** the Central Fleet Management Department and AFSCME Council 93, Local 298, upon approval by the City of Manchester Board of Mayor and Aldermen, agree as follows:

1. That a new paragraph 13.1.1 be added to the Agreement Between the City of Manchester, NH Central Fleet Management Department and Local 298, AFSCME, AFL-CIO, July 1, 2013 to June 30, 2015.

13.1.1 Any permanent full time employee covered by this Agreement who is assigned to a permanent and regular shift that extends past 5:30 PM shall be paid an additional ten percent (10% of their hourly rate) for all hours actually worked past 4:00 PM. (For example if a full time employee covered by this Agreement works a permanent and regularly assigned shift of 12:00 PM to 8:00 PM he or she shall be paid an additional 10% of their hourly rate for all hours actually worked from 4:00 PM to 8:00 PM)

Any permanent full time employee covered by this Agreement who is assigned to a permanent second or third shift or on periodic rotating basis to a second shift when half or more of the shift is scheduled after 6:00 PM and before 8:00 AM shall be paid in accordance with Article 13.1.

This MOU shall have no precedential value of any type.

This MOU shall expire and be void and of no further effect in any manner upon the ratification of a successor agreement to the Agreement Between the City of Manchester, NH Central Fleet Management Department and Local 298, AFSCME, AFL-CIO July 1, 2013 to June 30, 2015.

For Local 298 AFSCME AFL-CIO

Chris Boyce  
Paul Harts  
Staff Rep

Date Signed 02/10/15

Central Fleet Management Department

Wesley Arthur  
Jane Cole

Date Signed 4/8/15