

AFSCME Local 3685 Mountain View Nursing Home  
And  
Carroll County  
**Memorandum of Agreement**  
April 27, 2016

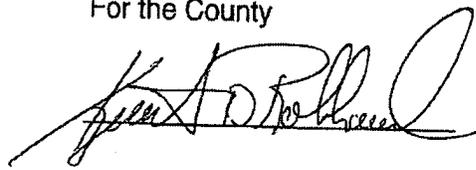
Whereas both Local 3685 (Union) and Carroll County Mountain View Nursing Home (County) have met and after free and open discussion have come to an agreement on the following matters and settlement on the ULP filed by the Union:

1. The Union may hold meetings within the facilities as long as proper notification has been provided to the County and the Nursing Home management. Proper notification should be two (2) weeks in advance of the said meeting. Note in the event of the County's sub-committee meeting or emergency residential need the County may cancel the Union's meeting on that date.
2. Pursuant to RSA 273-A:II numeral II that they Nursing Home management shall allow all union officials a reasonable amount of time to talk and investigate any complaints made by their members without any loss of compensation or benefits while on duty. The Union official shall notify the Director of Nursing at any time the Union requires time to be taken on Union matters.
3. Each side upon request for a meeting shall present an agenda of items to be discussed.
4. Personal Days: Personal days shall continue as prescribed in the CBA and current practice. If a member is calling less than twenty-four (24) hours required by the CBA for the request of an emergency personal day he/she shall tell the Director of Nursing or designee what the emergency is (example: emergency doctor's appointment, home emergency, any unforeseen events that constitutes an emergency). If the emergency occurs during the weekend or when the DON/ADON is not available, the member must provide the supervisor in charge with the request. Supervisor will communicate to DON/ADON for approval of request.

AFSCME Local 3685

  
\_\_\_\_\_  
Joseph 5-6-16  
\_\_\_\_\_  
5/15/16  
Date

For the County

  
\_\_\_\_\_  
County Administrator  
\_\_\_\_\_  
5/2/2016  
Date