



**Town of Pelham,
New Hampshire**

Memo

To: Frank Ferreira, AFSCME Chapter Chair

From: Brian McCarthy, Town Administrator

Date: May 13, 2015

Re: Side Bar Agreement

Per our conversation earlier today, I would like to resolve the two issues we discussed by way of a side bar agreement to the current "PELHAM PUBLIC WORKS & MUNICIPAL EMPLOYEES Agreement (2015-2019)".

The issues discussed are as follows:

First, "Paid Half Hour Lunch" found on page 8, section XIV under "Hours of Work and Overtime" (XIV -2). The contract states;

Paid Half Hour Lunch: Lunch breaks will be taken as prescribed in the Town of Pelham's Policy and Procedure Manual.

I respectfully request that the words "paid half hour " be stricken from this section and the word "Lunch" remain.

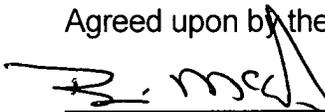
Per our signed "Tentative Agreement" (TA), the "Paid Half Hour Lunch" found on page 8, section XIV under "Hours of Work and Overtime"(XIV -2) of the contract, specifically the word "paid" was an oversight on both parties. In speaking with you on this matter it is my understanding that the union agrees to honor the signed TA and make this correction to the contract..

The second issue you brought to our attention is when there is a situation where the Governor has declared a "State of Emergency", and the Town offices are closed, there is no provision in the contract for Highway Department members to be paid overtime for their regularly scheduled shift.

I am proposing that when a "State of Emergency" is declared by the Governor, Highway Department members who remain on duty during their regularly scheduled shift when Town offices are closed will be paid at the overtime rate of 1.5 times their base hourly rate.

If you have any further questions, please feel free to contact me at my office.

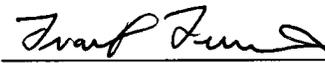
Agreed upon by the Town;



Brian McCarthy, Town Administrator

Date: 5/18/15

Agreed upon by the union;



Fran Ferreira, AFSCME Chapter Chair