SUB-UNIT COLLECTIVE BARGAINING AGREEMENTS

between the

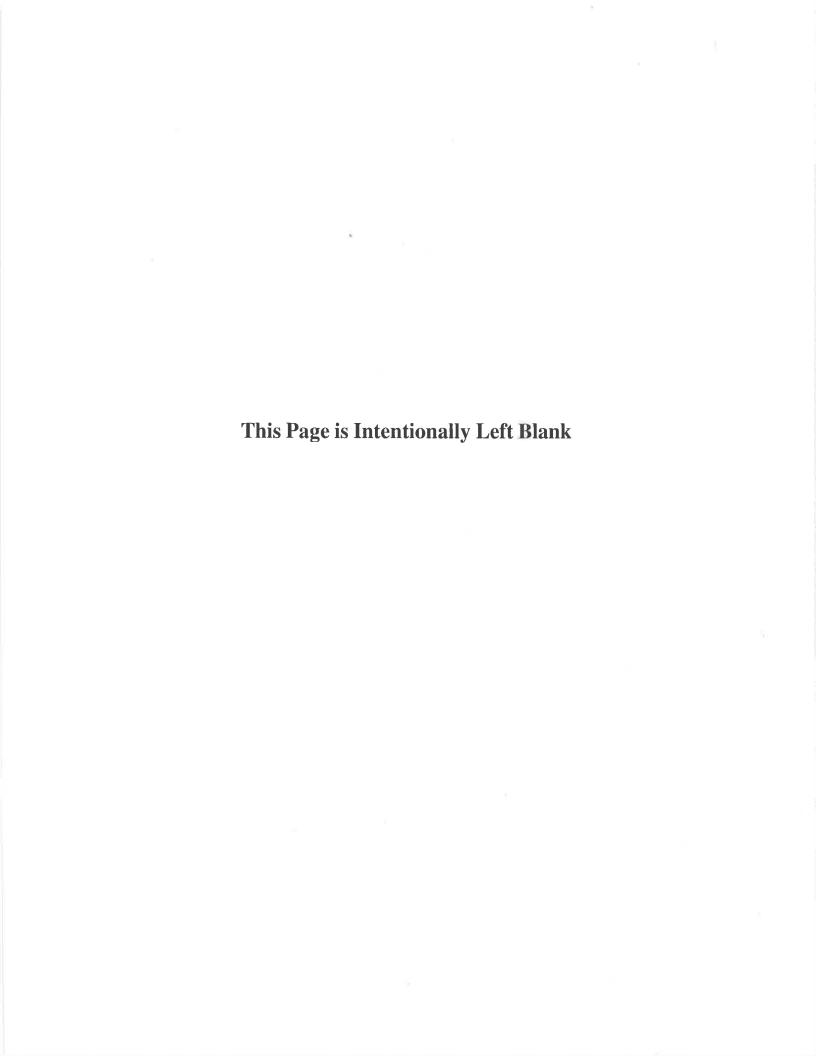
STATE OF NEW HAMPSHIRE

and the

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

2023-2025

Dept. of Education



Article XXVIII EDUCATION

- 28.1. The Department of Education's policies and Affirmative Action Plan shall be accessible to all employees via the agency intranet and the agency Human Resources office.
- 28.2. The Employer and the Association shall establish a committee for the purpose of developing and implementing a mutually agreeable departmental employee educational policy. Topics for this committee shall include the staff development, educational leave, and Sabbatical programs, along with funding measures and procedures.
- 28.3. Whenever physical conditions in any office building leased or owned by the Department, presents a safety or health risk to the well-being of employees, the steward shall have access to the Commissioner, or a designee of the Commissioner, relative to establishing alternative work arrangements or closure of said offices for the affected employees without loss of pay or benefits.
- 28.4. Employees shall be provided with an identification card bearing their photograph to be worn by the employee and visible. These cards shall be laminated and provided at no cost to the employee.
- 28.5. The Employer shall make every reasonable effort to provide break areas within space available and ensure that employee break areas, rest rooms, work areas, and meeting rooms are maintained, cleaned and hygienic. The Parties understand that the employees share responsibility to ensure that break areas, rest rooms, work areas, and meeting rooms are maintained, cleaned and hygienic.
- 28.6. The Employer agrees to maintain open communication with unit employees. Decisions affecting employees and/or the day-to-day work of the Department of Education shall be shared with employees though one of the following communications tools, depending upon subject matter and circumstance:
 - a. Email notification to selected employees appropriate to the topic being discussed;
 - b. Email notification to all employees on issues that affect the entire Department of Education;
 - c. Staff meetings called at the discretion of the Employer.

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

Date

Christopher T. Sununu,

Governor State of New

Hampshire

Committee

Richard Gulla, President

State Employees' Association of **NH**,

SEIU Local 1984

Date

Rudolph Ogden Ill, Chair State Negotiating

Peter Demas, Manager of Employee Relations Department of Administrative Services

Rich Lavers
Depmtment of Employment
Security

Lindsey Stepp Depattment of Revenue Administration Leah McKenna, Chair SEA Negotiating Committee

Randy Hunneyman SEA Executive Branch

Negotiator Sub-Unit

Bargaining Team

DOE

Corinna Parker Rhianne Dube Amy Martel