

***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

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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 through 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.

Christopher T. Sununu 10/20/23

Christopher T. Sununu, Date
Governor State of New
Hampshire

Richard Gulla 9/8/23

Richard Gulla, President Date
State Employees'
Association of **NH**,
SEIU Local 1984

Rudolph Ogden III,
Chair State
Negotiating
Committee

Peter Demas, Manager of
Employee Relations Department
of Administrative Services

Rich Lavers
Department of Employment
Security

Lindsey Stepp
Department 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