



TOWN OF WINDHAM, NEW HAMPSHIRE

OFFICE OF THE SELECTMAN AND TOWN ADMINISTRATOR

POST OFFICE BOX 120, 4 NORTH LOWELL ROAD, WINDHAM NH 03087-0120

SIDE BAR AGREEMENT BETWEEN TOWN OF WINDHAM AND AFSCME LOCAL 1801 (MUNICIPAL UNION)

Intent of Sidebar Agreement: The intent of this sidebar is to add the language below to the current contract which will allow (1) the town to hire outside private contractors to the custodian/janitorial duties of the maintenance department now, and in the future, (2) maintain the positions of the current four department employees for the remaining duration of the current contract, and (3) reserve the Union's rights of Impact Bargaining for those affected employees as allowed by RSA 273A which are not already restricted by the management's rights clause of the existing collective bargaining agreement between the Town and Union.

This addition is being made as a result of the Town's intentions to restructure the maintenance department.

It is mutually agreed by the Town and AFSCME Local 1801, that

The Town will be allowed to contract out janitorial/custodian services provided town maintains existing persons in employee of town for maintenance department (four people), to be assigned as town deems appropriate in either Highway, Transfer, or Maintenance departments. "Maintain" shall mean that the employees will continue to work the number of hours they are currently hired for and enjoy the benefits that they currently are eligible

Agreement to maintain existing employees will extend to end of current contract (March 30, 2017). At that time, Union reserves the right to negotiate terms for the effected employees in accordance with RSA 273-A (for Impact Bargaining), while town can continue to privatize janitorial services beyond end of contract if it deems it appropriate.

Note – the town will offer internal training and instruction to any employee who is assigned to a different department on tasks/operations that they may be expected to perform. The employee is responsible to avail themselves of the training and to satisfactory handle the tasks assigned.

The signatures of the parties below indicate full understanding and acceptance of the terms of this agreement. By signing below the parties agree to be bound by the terms outlined above.

David Sullivan, Town Administrator

For the Town of Windham

Date: 8/6/15

Al Letizio Jr. BOS Chair

For the Town of Windham

Date:

Joe Maccarone

For Municipal Union Local 1801

Date: 8/6/15

Charlotte Misuraca

For Municipal Union Local 1801

Date: