



RESOLUTION

APPROVING THE COST ITEMS OF A SIDEBAR AGREEMENT BETWEEN THE NASHUA BOARD OF FIRE COMMISSIONERS AND THE NASHUA FIREFIGHTERS ASSOCIATION I.A.F.F. LOCAL 789 REGARDING VACATION ACCRUAL

CITY OF NASHUA

In the Year Two Thousand and Twenty

RESOLVED by the Board of Aldermen of the City of Nashua that the cost items of the attached sidebar regarding vacation accrual between the Nashua Board of Fire Commissioners and the Nashua Firefighters Association I.A.F.F. Local 789 are hereby approved.

The sidebar agreement starts April 14, 2020 and extends through a period of time ending on a member's anniversary date next following a date which is 180 days after the end of the State of New Hampshire state of emergency, and is concerned with temporarily allowing additional vacation time accrual and providing a time period to use said vacation time.

MEMORANDUM OF AGREEMENT

This Agreement is made this 14th day of April, 2020 by and between the Nashua Firefighters Association IAFF Local 789 and the City of Nashua, New Hampshire.

WHEREAS, the State of New Hampshire and the City of Nashua are experiencing a public health crisis, due to the Covid-19 pandemic; and

WHEREAS, the Governor of New Hampshire, Christopher T. Sununu, declared a State of Emergency in New Hampshire as of March 13, 2020; and

WHEREAS, the State of Emergency has been extended indefinitely; and

WHEREAS, due to the State of Emergency, the workload of the Members of Local 789 has been significantly increased, and will continue to increase for the foreseeable future; and

WHEREAS, due to the increased workload, Members of Local 789 may be unable to use accrued vacation time as planned, as they will be needed to cover shifts for Members who may become sick or are required to quarantine.

NOW, THEREFORE, the parties hereby agree as follows:

1. Language in Article 21, Section A of the parties Collective Bargaining Agreement, relating to vacation time, which reads:

No member shall have more than two (2) times their yearly accrual on their anniversary date.

Shall be waived for the duration of the State of Emergency and such additional time as further set forth below.

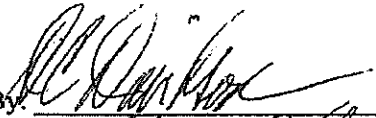
2. All members shall continue to accrue vacation time at the rate specified in the parties Collective Bargaining Agreement and no member shall be penalized for accruing additional vacation time.
3. Except as provided in section 4, below, a member who for any reason separates from City of Nashua employ shall upon such separation be paid on account of unused vacation time a maximum of two (2) times his or her yearly accrual of vacation leave plus the amount, if any, of vacation time accrued since his or her most recent anniversary date.
4. If a member retires within 60 days following the lifting of the State of Emergency, he or she shall be paid on account of unused vacation time based on the total accrued amount. For purposes of this section and not to be used to construe any other provision of the CBA, "retires" means to separate from NFR employment at a time when the member is immediately eligible for a NHRS pension.

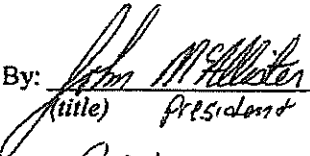
5. Following a member's anniversary date next following a date which is 180 days after the lifting of the State of Emergency, said member may no longer have a vacation accrual greater than two (2) times his or her annual accrual and his or her account will be so adjusted.

The parties have executed this Agreement on the day first written above.

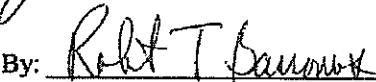
CITY OF NASHUA, NH

**NASHUA FIREFIGHTERS ASSOCIATION
LOCAL 789**

By: 
(title) Chair - BFC

By: 
(title) President

By: _____
(title)

By: 
(title) Secretary / Treasurer

By: _____
(title)

By: _____
(title)

LEGISLATIVE YEAR 2020

RESOLUTION: R-20-042

PURPOSE: Approving the cost items of a sidebar agreement between the Nashua Board of Fire Commissioners and the Nashua Firefighters Association I.A.F.F. Local 789 regarding vacation accrual

ENDORSER(S): Alderman-at-Large David C. Tencza

COMMITTEE ASSIGNMENT: Budget Review Committee

FISCAL NOTE: The fiscal impact of this resolution is anticipated to be minimal and can be absorbed within the Fire Department budget. More specifically, there are ten IAFF members that this sidebar agreement will impact. The expected vacation carryover range is from a minimum of 10 hours to a maximum of 126 hours. Only three employees have more than 100 hours and the majority have less than a week of time. Three of the total are 2,080 annual hour employees which will not require any overtime coverage while they take their time off.

ANALYSIS

This resolution approves the cost items of a sidebar agreement between the Nashua Board of Fire Commissioners and the Nashua Firefighters Association I.A. F. F. Local 789 concerning temporarily allowing additional vacation time accrual and providing a time period to use said vacation time. The board of aldermen must vote whether or not to approve the cost items of this sidebar within thirty days of receipt. RSA 273-A:3 II (c).

Approved as to account number and/or structure, and amount: **Financial Services Division**
By: /s/ John Griffin

Approved as to form: **Office of Corporation Counsel**
By: /s/ Dorothy Clarke

Date: June 4, 2020

RESOLUTION R-20-042

Approving the Cost Items on a Sidebar Agreement Between the Nashua Board of Fire Commissioners and the Nashua Firefighters Association I.A.F.F Local 789 Regarding Vacation Accrual

IN THE BOARD OF ALDERMEN

1ST READING June 9, 2020

Referred to:
Budget Review Committee

2nd Reading June 9, 2020

3rd Reading _____

4th Reading _____

Other Action _____

Passed June 9, 2020

Indefinitely Postponed _____

Defeated _____

Attest: Frank Bowering
City Clerk

Kari Welshire
President

Approved _____
Mayor's Signature

Date

Endorsed by

TENCZA

DOWD

KLEE

HARRIOTT
GATHRIGHT

CLEMONS

CARON

Vetoed: _____

Veto Sustained: _____

Veto Overridden: _____

Attest: _____
City Clerk

President