

RESOLUTION

**APPROVING THE COST ITEMS OF TWO SIDEBAR AGREEMENTS BETWEEN THE
NASHUA BOARD OF PUBLIC WORKS AND AFSCME LOCAL 365 REGARDING
ASBESTOS DISPOSAL AND CNG VEHICLE INSPECTIONS**

CITY OF NASHUA

In the Year Two Thousand and Fourteen

RESOLVED by the Board of Aldermen of the City of Nashua that the cost items of the two attached sidebars to the collective bargaining agreement between the Nashua Board of Public Works and the AFSCME Local 365 regarding asbestos disposal and CNG vehicle inspections are hereby approved.

LEGISLATIVE YEAR 2014

RESOLUTION: R-14-078

PURPOSE: Approving the cost items of two sidebar agreements between the Nashua Board of Public Works and AFSCME Local 365 regarding asbestos disposal and CNG vehicle inspections

ENDORSER(S): Mayor Donnalee Lozeau

**COMMITTEE
ASSIGNMENT:**

FISCAL NOTE: Cost analyses are attached.

ANALYSIS

This resolution approves the cost items of two sidebar agreements to the collective bargaining agreement between the Nashua Board of Public Works and AFSCME Local 365. The sidebar agreements address staff certifications to perform asbestos disposal site work and CNG vehicle inspections. The Board of Public Works approved these sidebar agreements at their August 28, 2014 meeting. The Board of Aldermen must vote whether or not to approve the cost items of these sidebars within thirty (30) days of receipt. RSA 273-A:3 II (c).

Approved as to form: Office of Corporation Counsel

By: Drewby Clarke

Date: September 17, 2014

City of Nashua AFSCME Sidebar Agreement Analysis

<u>Line No.</u>	<u>Description</u>	<u>Sidebar Agreement</u>
1	<u>Part 1, Asbestos Disposal Certification Agreement</u>	
2	Total Eligible DPW Workers in Analysis	18
3	Base Wage Rate Increase	\$0.15/hour
4	Increase in Annual Base Pay	\$ 5,616
5		
6	Certification Costs	
7	Initial Certification Cost per 1 Employee	\$ 50.00
8	Annual Certification Renewal Cost per 1 Employee - Not part of initial cost	\$ 50.00
9	Annual Training Cost per 1 Employee - None if done with in-house staff	\$ -
10	Max Annual Certification & Training Costs to City	\$ 900
11		
12	Total Sidebar Agreement Costs Part 1	\$ 6,516
13	<u>Part 2, CNG Inspection Certification Agreement</u>	
14	Total Eligible DPW Workers in Analysis	10
15	Base Wage Rate Increase	\$0.15/hour
16	Increase in Annual Base Pay	\$ 3,120
17		
18	Certification Costs	
19	Application for Certification Test Fee per 1 Employee - approx.	\$ 87
20	Certification Test Fee per 1 Employee - approx.	\$ 377
21	Annual Certification Maintenance Fee per 1 Employee - approx.	\$ 46
22		
23	Initial Certification, Training, & Maintenance Costs to City	\$ 5,106
24		
25	Total Sidebar Agreement Costs Part 2	\$ 8,226
26		
27		
28	Total Sidebar Agreement Costs	\$ 14,742

SIDEBAR AGREEMENT BETWEEN THE BOARD OF PUBLIC WORKS
OF THE CITY OF NASHUA, NEW HAMPSHIRE,
AND LOCAL 365 OF THE AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO

TOPIC: Asbestos Disposal Site Worker Certification

1. Equipment Operators at Streets and Solid Waste and Masons at Streets:
Can voluntarily choose to become certified Asbestos Disposal Site Workers.
2. City will provide and pay for training for the employee's first Asbestos Disposal Site Worker Certification.
3. City will provide and pay for the employee's first testing for the Asbestos Disposal Site Worker Certification. If the employee fails, then the employee may retake the test at their own expense.
4. City will pay for the employee's annual maintenance fee for the Certification.
5. When the employee has to be retested to retain the Certification, the city will provide and pay for retraining and for the employee's first test. If the employee fails, then the employee may retake the test at their own expense.
6. Once the employee obtains the Certification, and for as long as they hold a valid Certification, they shall receive an increase in their hourly wage of \$0.15
7. Employees with the Certification are required to perform asbestos disposal site work when assigned.
8. All overtime will be called out in accordance with Article 9 of the collective bargaining agreement. The order of classifications that will be considered to normally perform the work will be: for street related work, whichever Street Department classification (Mason or Equipment Operator/Streets) would normally perform the work; all other asbestos work, Equipment Operator/Solid Waste.
9. The parties agree to incorporate this sidebar agreement into their successor collective bargaining agreement without any further negotiation.


Date

8-25-14


By: Lisa M. Fautoux, Director
For the Board of Public Works of the
City of Nashua, NH

Date

8/25/14


By: Matt Eiserman President
For AFSCME Local 365

SIDEBAR AGREEMENT BETWEEN THE BOARD OF PUBLIC WORKS
OF THE CITY OF NASHUA, NEW HAMPSHIRE,
AND LOCAL 365 OF THE AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO

TOPIC: CNG inspection certification


1. Auto Mechanic 1st class and 2nd class:
Can voluntarily choose to become certified to accomplish CNG Fuel System Inspections.
2. City will provide and pay for training for the employee's first CNG Fuel System Inspection Certification.
3. City will provide and pay for the employee's first testing for the CNG Fuel Inspection Certification. If the employee fails, then the employee may retake the test at their own expense.
4. City will pay for the employee's annual maintenance fee for the certification.
5. When the employee has to be retested to retain the certification, the city will provide and pay for retraining and for the employee's first test. If the employee fails, then the employee may retake the test at their own expense.
6. Once the employee obtains the certification, and for as long as they hold a valid certification, they shall receive an increase in their hourly wage of \$0.15.
7. Employees with the Certification are required to perform CNG Fuel System Inspections when assigned.
8. All overtime will be called out in accordance with Article 9 of the collective bargaining agreement. The order of classifications that will be considered to normally perform the work will be 1) Auto Mechanic 1st class; and 2) Auto Mechanic 2nd class.
9. The parties agree to incorporate this sidebar agreement into their successor collective bargaining agreement without any further negotiation.

8-25-14
Date


By: Lisa M. Fautoux, Director

For the Board of Public Works of the
City of Nashua, NH

8/25/14
Date


By: Matt Eisenman President

For AFSCME Local 365