

Hillsborough County Executive Committee
Public Hearing 6:00 PM
Bouchard Building, Goffstown NH
November 27, 2007

Present: About 50 members of the public

Chairman Essex called the Public Hearing to order at 6:05 PM.

Chairman Essex stated that the purpose of the Public Hearing is consistent with RSA 273-A, to consider approval of the cost items in the proposed Collective Bargaining Agreement (CBA) between the Hillsborough County Nursing Home and Local AFSCME 2715.

Chairman Essex stated those wishing to speak should fill out public comment cards and submit them to the Clerk, Rep. Lori Movsesian.

Chairman Essex introduced Attorney Tom Flygare, the Chief Negotiator for Hillsborough County to give an overview of the Contract. Attorney Flygare thanked everyone for coming and noted all the members of the negotiating team who attended the meetings. He stated that there are about 230 employees covered under this CBA and their last raise was in July of 2003 which was a 5% raise on that date and there has been no settlement since that time. A settlement was reached on September 14, 2007 and is for approximately 9 ½ months through June 30, 2008. It is a four year agreement. If the contract is approved all members will receive a one grade level adjustment which equals 5% base wage adjustment they will also receive a 3.5% adjustment as of September 14, 2007 which equals the COLA increase and there will be no step increases during the term of the agreement. Additional cost items include increases in the weekly weekend differential from \$1.00 to \$2.00 and increase the wage difference of the 2nd and 3rd shifts from \$.65 to \$.85. In addition the employees who subscribe to the health insurance there will be an increase in the contribution paid by the employee by 2 ½ % which will be effective as of September 14, 2007. Along with that there is an increase in the prescription co-pay plan to \$10 - \$20 - \$30.00 co-pay. Attorney Flygare stated that the cost for this year is slightly over 5%, which equals \$316,219. The cost is lower this year because it is not for a full year. He noted that the base rate adjustment will be 8.5%.

Chairman Essex called on Rep. R. Day. Rep. Day wants to congratulate the bargaining team, and stated that it is long overdue and he supports the CBA.

Steve Lyons, Staff Representative from AFSCME and he urges support for the CBA noting that a lot of time and effort has gone into this contract.

Rep. P. Manney urges support for the CBA and she would like clarification for the record noting that the contract is not retroactive back to July 2004. She stated she understands that the increases are only from September 14, 2007.

Rep. J. Beaulieu asked when will the negotiations for the new contract begin? Attorney Flygare stated that new negotiations will begin on Thursday.

Rep. S. Vaillancourt stated that there should be an explanation as to why the contract is only for one year. Attorney Flygare stated that there are no simple explanations noting that both sides agreed to drop some of the issues in order to reach this one time settlement. He also stated that a much needed base rate adjustment was implemented in order to maintain and hire qualified individuals. In response to a question Attorney Flygare stated that some of the issues that were not resolved were merit component for compensation which is what the Board of Commissioners wants in order to eliminate the step schedules. The Union wants to maintain the step system, however, this year they gave up the step schedule for this year. Attorney Flygare stated that both sides made major concessions in order to get to a settlement. .

Public Hearing adjourned at 6:30 PM.

Rep. Lori Movsesian, Clerk
Hillsborough County Executive Committee

Date