

**MEMORANDUM OF AGREEMENT**  
**BETWEEN THE**  
**CITY OF PORTSMOUTH**  
**AND THE**  
**AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO**  
**COUNCIL 93, LOCAL 1386**  
**REPRESENTING THE**  
**PORTSMOUTH CITY EMPLOYEES – UNIT B**

**WHEREAS**, the City of Portsmouth, New Hampshire ("City") and the American Federation of State, County and Municipal Employees, AFL-CIO, Council 93, Local 1386 ("Union") (collectively, "the Parties") have agreed to an extension to the collective bargaining agreement to cover the period from July 1, 2020 through June 30, 2021 ("Agreement");

**NOW THEREFORE**, the Parties mutually agree to the following;

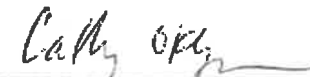
1. Article 33 – Amendment is hereby modified as follows:
  - 33.1 The signing of this Agreement by the authorized representatives of the Union and the City shall constitute the effective date of this Agreement. No cost item will be retroactive unless specifically described as such and approved as a retroactive cost by the City Council.
  - 33.2 This Agreement will remain in effect from July 1, 2020 until June 30, 2021.
  - 33.3 Should neither party to this Agreement initiate negotiations as required by State Law, this Agreement shall be considered to have been automatically renewed for another year.
  - 33.4 In no case shall a termination notice be sent less than thirty (30) days prior to the notice day for intent to bargain as set forth by State Law. Such notice shall be in writing.
  - 33.5 To promote peace and harmony, meetings between the Union and the City shall be conducted in accordance with New Hampshire RSA 273-A.


2. Article 7 – Wages

Cost of Living Adjustments pursuant to Article 7 shall be effective as of July 1, 2020


3. All other provisions of the Collective Bargaining Agreement for the period July 1, 2017 through June 30, 2020 remain unchanged, and in full force and effect, unless otherwise altered by written agreement of the parties.


AGREED by the parties this 14<sup>th</sup> day of October, 2020 by:

  
Cathy Okhuysen  
Chapter Chairman  
AFSCME Local 1386

  
David Essensa  
President  
AFSCME Local 1386

  
Ernest L. Castle  
Staff Representative  
AFSCME Council 93

  
Karen Conard  
City Manager  
City of Portsmouth

  
Thomas M. Closson, Esq.  
Lead Negotiator  
City of Portsmouth