

**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  
SCHOOL CUSTODIAL EMPLOYEES**

**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 101 – Duration of Agreement is hereby modified as follows:**

The School Board agrees to a one (1) year contract. This agreement shall be in full force and effective from July 1, 2020 through June 30, 2021 and shall continue from year to year thereafter unless written notice of desire to cancel or terminate the Agreement is served by either party upon the other at least one hundred twenty (120) days prior to the date of expiration as provided in Chapter 273-A: 3 :11.

A (PELRB). Where no such cancellation or termination notice is served, and the parties desire to continue this Agreement but also desire to negotiate changes or revisions in this Agreement, either party may serve upon the other a notice at least one hundred twenty (120) days prior to budget submission date, as provided in Chapter 273-A:3:11 (PELRB), advising that such a party desires to revise or change terms or conditions of such Agreement and specifies the articles to be renegotiated. The Agreement shall remain in full force and effect until such changes and revisions have been agreed upon.

**2. Article 95 – Wages / Time Frame**


**Cost of Living Adjustments pursuant to Article 95 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:

  
Tracy Rolfe  
Chapter Chairman  
AFSCME Local 1386

  
David Essensa  
President  
AFSCME Local 1386

  
Ernest L. Castle  
Staff Representative  
AFSCME Council 93

  
Stephen Zdravec  
Superintendent  
Portsmouth School Department

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