

SIDEBAR AGREEMENT
TO THE
JULY 1, 2018 THROUGH JUNE 30, 2022
COLLECTIVE BARGAINING AGREEMENT
BETWEEN
NASHUA POLICE COMMISSION
AND
NASHUA POLICE PATROLMAN'S ASSOCIATION

The parties to the above-referenced agreement hereby make the following supplementary agreement thereto.

In Article 21, Exchange of Work Days (Swaps): Amend to read,

Part-Time Employees: Part-Time employees are not eligible for the exchange of workdays.

Full-Time Employees: With prior approval and at the discretion of the Chief or his designee, fulltime employees may exchange workdays if both employees involved in the exchange agree; provided that written, advance notice signed by both employees involved in the exchange is given to the Chief or his designee two (2) days prior to each exchange of workday desired. The two (2) day notice period may be waived at the discretion of the Chief or his designee.

A. Exchanges of workdays (swap-on) that result in an employee working a consecutive shift may be allowed on a limited basis. A consecutive shift exchange of workday (swap-on) is defined as an employee working their normally scheduled eight (8) hour shift and immediately prior or following that shift, swapping-on for another employee to work the employee's normal eight (8) hour shift. Employees will be allowed to work an eight (8) hour consecutive swap-on shift that result in a 16 hour shift no more than three (3) times per quarter, for a total not to exceed twelve (12) consecutive shift swaps per year. Exchanges of workdays will not be allowed if the exchange results in interference with court appearances, scheduled training or otherwise interferes with other police-related duties or the orderly operation of the Nashua Police Department. Exchanges of workdays that result in an employee working consecutive shifts shall be limited to no more than two officers per exchange. This procedure can be suspended or altered by the Chief or Deputy Chiefs of Police if it is determined to be in the best interest of the Department.

B. If an employee involved in such exchange calls in sick on the exchange day, that employee shall lose one (1) day (8 hours) of sick leave.
Disputes concerning Exchange of Workdays shall follow the Grievance Procedure through **STEP 3**, at which point, the decision shall be final and binding upon the parties.

C. Officers may accumulate up to 8 (eight) days or 64 hours of swap-off hours at any given time.


Agreed to:

Nashua Police Patrolman's Association:



Date: 6-10-19

For the Nashua Police Commission:



Date: 6/17/19