

Memorandum of Agreement
between
The Town of Seabrook
and
Seabrook Firefighters IAFF Local 2847

This Memorandum sets forth the terms agreed upon by the Town of Seabrook, a New Hampshire Municipal Corporation (the "Town") and Seabrook Firefighters IAFF Local 2847 (the "Union") to resolve an unfair labor practice charge filed by the Union with the Public Employee Labor Relations Board (PELRB).

WHEREAS, the Town of Seabrook and Seabrook Firefighters IAFF Local 2847 are parties to a binding collective bargaining agreement;

WHEREAS, the Town of Seabrook Select Board is the exclusive bargaining representative for the Town of Seabrook;

WHEREAS, any collective bargaining agreement ratified by the Seabrook Selectboard and IAFF Local 2847 is subject to a public vote to either accept or reject funding such agreement;

WHEREAS, a member of the Seabrook Select Board, Srinivasan Ravikumar, publicly campaigned against the funding of an agreement that the parties' had ratified following a successful collective bargaining process;

WHEREAS, the Union filed an Unfair Labor Practice Charge with the New Hampshire Public Employee Relations Board alleging that Select Board member Ravikumar's speech violated New Hampshire collective bargaining law;

WHEREAS, the parties wish to avoid further litigation;

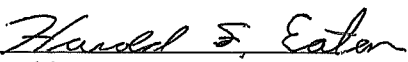
NOW, THEREFORE, the Town and the Union do covenant and agree to the following:

1. The exclusive collective bargaining agent for the Town of Seabrook, the Seabrook Select Board ("the Board"), will publicly support the funding of any and all collective bargaining agreements ratified by the Board and the Seabrook Firefighters IAFF Local 2847 and any warrant articles put to vote relevant to such funding.
2. No member of the Board will publicly encourage rejection or voting against ballot items intended to fund, or lobby against the funding of, a collective bargaining agreement that has been ratified by the Board, whether by unanimous or majority vote.
3. The Board will publicly announce the terms of this memorandum of agreement at the first public meeting of the Board of Selectman that occurs following its ratification.


4. The Town will make the terms of this memorandum of agreement publicly available on the Town of Seabrook official website

Signed on this, the _____ day of June, 2024


Srinivasan Ravikumar
Chairman
Board of Selectman



Harold Eaton
Vice Chairman
Board of Selectman



Theresa Kyle
Clerk
Board of Selectman



Mark Potvin
President
IAFF Local 2847