

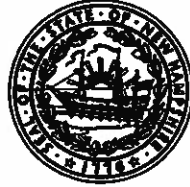


State of New Hampshire

Public Employee Labor Relations Board

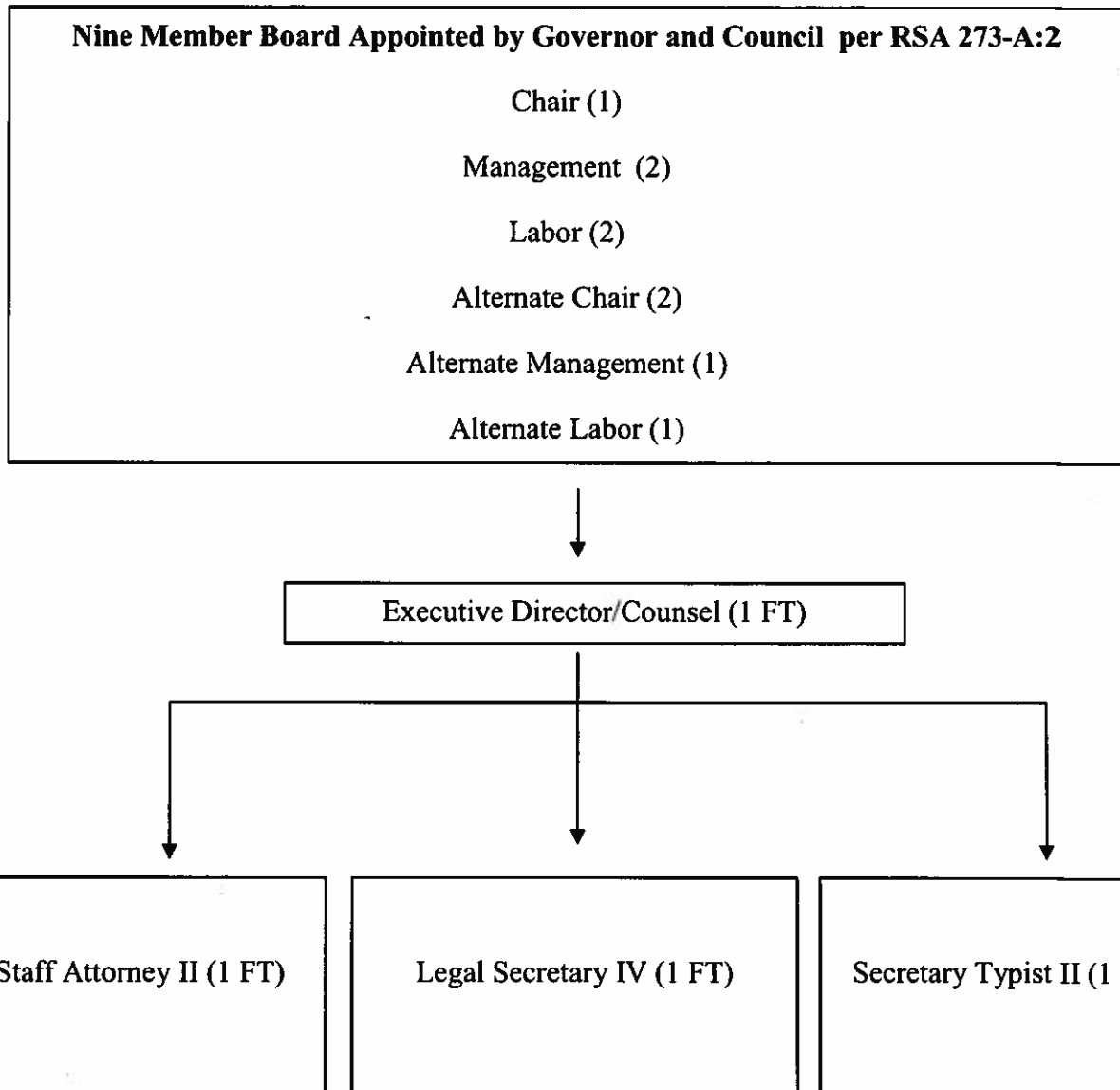
**April 21, 2023 Budget Hearing
Senate Finance Committee
Senator James P. Gray, Chair**

New Hampshire Public Employee Labor Relations Board
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Organizational Chart

Public Employee Labor Relations Board (4 FT Employees)





Mission Statement

Public Employee Labor Relations Board

When the Public Employee Labor Relations Act (RSA 273-A) became law in 1975 the legislature stated "it is the policy of the state to foster harmonious and cooperative relations between public employers and their employees and to protect the public by encouraging the orderly and uninterrupted operation of government." This resulted in: 1) The recognition of the right of public employees to organize and be represented for the purpose of bargaining collectively with public employers such as the state, any political subdivision of the state, the university system but not the General Court; 2) The requirement that public employers to negotiate in good faith with certified employee representatives and reduce collectively bargained agreements to writing; and 3) The establishment of a public employee labor relations board (PELRB) with "broad powers to assist in resolving disputes between governments and its employees." Strikes and job actions are now prohibited, public employees have the right to form bargaining units, and represented bargaining units collectively bargain with public employers throughout the state pursuant to a statutory framework.

The PELRB administers the state's public sector collective bargaining laws and rules in a fair, impartial, and consistent manner. This is achieved by the service of board members with labor experience, board members with management experience, and board members who represent the public interest and act as chairs, as well as by the service of a professional and administrative staff. PELRB activities include the following:

- Determination of appropriate bargaining units
- Elections to resolve representation questions, including challenge/decertification petitions
- Modifications to the composition of existing bargaining units
- Unfair Labor Practice hearings
- Declaratory Rulings
- Hearings to resolve contested cases
- Written decisions containing factual findings and legal rulings
- Rulemaking
- Neutral appointments for service as impasse mediators and fact finders and grievance arbitrators
- Maintenance of website including approximately 660 bargaining unit certifications and corresponding collective bargaining agreements, PELRB decisions dating to 1976, statutes and administrative rules, practice and procedure information, and guidance in the requirements of collective bargaining

Bargaining Unit/Collective Bargaining Agreement Overview:

The table below reflects the most recent tabulation of bargaining units and related contracts:

Employer	Number of Bargaining Units	Approved CBAs/Current	Total Expired CBAs	Current CBA %
State	56	49	7	87
CCSNH	3	2	1	66
USNH	16	13	3	82
County	38	28	10	74
City	155	136	19	88
Town	392	339	53	87
Total	660	567	93	86

PELRB Docket:

The docket has averaged 102 case filings over the past five fiscal years in the following categories:

- Unfair Labor Practice Complaints
- New Bargaining Unit Petitions
- Challenge Petitions
- Decertification Petitions
- Modification Petitions
- Petitions for Declaratory Rulings
- Mediation/Fact-Finding/Arbitration Petitions.

The PELRB has issued an average of 249 orders and decisions per fiscal year over this time period.

I. Budget Increase: **\$20,370 FY24 ↔ 4%**
 \$12,820 FY25 ↔ 2.5%

II. Class Increases/Decreases:

Class 010 Classified Personnel **(\$26,810)**
 (\$24,679)

Class 022 Rents-Leases **\$9,684 FY24-25**

Increase in 5 year lease ending 6.30.2027. New heating/cooling system installed using heat pump technology. Previously window AC units & FHW.

Class 027 **\$31,148 FY24**
 \$21,669 FY25

Funding to license and implement new Legal Files case and data management software (\$17,880 in FY24; \$14,305 in FY25) to modernize existing systems. Will improve docket management, current and historical case file access and organization, scheduling, calendar maintenance/access, email processing/retrieval, status logs, deadline compliance, general data organization/retrieval. Also, \$7,000 for Network Equipment: Cabling and Fiber SW Defined Network-eNHance and \$4,000 for PCs and Laptops.

Class 030 **\$7,000 FY24**

One-time equipment expense to replace hearing room tables and office partitions.

Class 049 **\$3,926 FY24**
 \$4,084 FY 25

Division of Personnel Human Resource Support Unit (HRSU) charges pursuant to a 2022 Memorandum of Understanding with the Division of Administrative Services at a cost of \$3,926 in FY24 and \$4,084 in FY 25. To support agencies/boards which lack in-house HR expertise.