



State of New Hampshire

Public Employee Labor Relations Board

**February 19, 2025, Budget Hearing
House Finance - Division I
Representative Dan McGuire, Chair**

New Hampshire Public Employee Labor Relations Board
2 ½ Beacon Street, Suite 200, Concord, NH 03301
603 271-2587 • pelrb@nh.gov • www.nh.gov/pelrb



Mission Statement

Public Employee Labor Relations Board

In 1975 the New Hampshire 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 is accomplished by:

- 1) Recognizing 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) Requiring public employers to negotiate in good faith with certified employee representatives and reduce collectively bargained agreements to writing; and
- 3) Establishing a public employee labor relations board (PELRB) with "broad powers to assist in resolving disputes between governments and its employees."

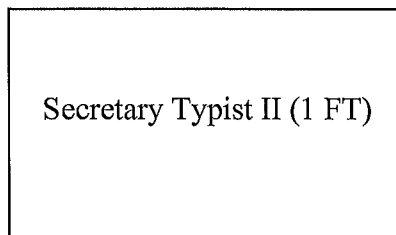
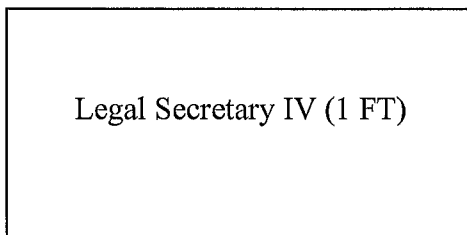
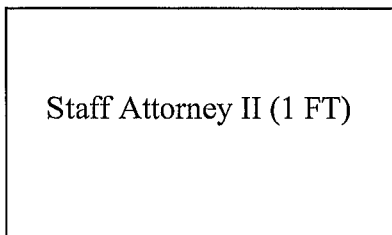
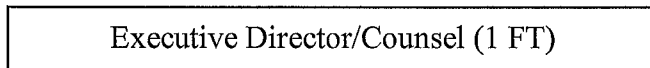
Under RSA 273-A, strikes and job actions are prohibited, and public employees have the right to form bargaining units and engage in collective bargaining. The PELRB's mission is to administer this law in a fair, impartial, and consistent manner. This is accomplished by the service of board members with labor experience and management experience as well as members who represent the public interest and act as chairs and by the work of the PELRB's professional and administrative staff. PELRB operations include:

- The determination of appropriate bargaining units
- The conduct of elections to resolve representation questions raised by, for example, new unit, challenge, or decertification petitions
- The modification of the composition of existing bargaining units
- The conduct of evidentiary hearings in contested matters (such as Unfair Labor Practice complaints and contested certification and modification cases)
- Declaratory Rulings
- The issuance of comprehensive written decisions providing the factual and legal basis for the decision in a particular case
- Rulemaking
- The appointment of bargaining impasse mediators and fact finders as well as grievance arbitrators
- A website which includes all active bargaining unit certifications and corresponding collective bargaining agreements, PELRB decisions and orders dating to 1976, statutes and administrative rules, practice and procedure information, and guidance in the requirements of collective bargaining.



Organizational Chart

Public Employee Labor Relations Board



Activity Overview:

Over the past five fiscal years, case filings have averaged 106 per year. This includes unfair labor practice complaints, certification & election petitions, modification petitions, and mediation/fact-finding/arbitration petitions. During the same time, the PELRB has averaged 270 decisions and orders. The PELRB maintains a collective bargaining agreement data base, and relevant information is reflected in the table below:

Employer Type	No. Bargaining Units	CBAs/Current	Expired CBAs	Current CBA %
State Executive & Judicial Branch	40	40	0	100
USNH & CCSNH	17	15	1	93
County	40	28	10	74
City	144	137	7	95
Municipal	420	359	24	93
Total	661	579	42	93

N.B.: State Executive/Judicial CBA total reflects 25 bargaining units under master CBA.

Financial Summary:

	FY 2024 ACTUAL	FY 2025 ADJ AUTH	FY 2026 GOV REC	FY 2027 GOV REC
<i>APPROPRIATIONS:</i>				
GENERAL FUNDS	467,401	563,060	540,207	546,094
TOTAL FUNDS	468,481	564,587	541,532	547,419

Funding Sources: General funds, filing & copy fees.

Service Delivery System Detail: The PELRB functions are carried out by four full time employees (two support staff and two attorneys [1 Staff Attorney/Hearing Officer and 1 Executive Director/Counsel]) and a board (two members and an alternate with extensive experience representing organized labor, two members and an alternate with extensive experience in representing management interests, and one member and two alternates who serve as chairs appointed to represent the public at large). PELRB legal staff serve as hearing officers and issue written decisions after hearing cases. Panels of board members (one chair, one labor, one management member) also hear cases, review hearing officer decisions upon motion, and act on all motions for rehearing. PELRB Offices include a public hearing room, lobby, and adjacent

conference rooms. Contested hearings may involve multiple parties, attorneys and other representatives. Evidence is submitted through witness testimony and exhibits, and post hearing briefs are typically submitted in all cases. PELRB decisions are subject to internal review per N.H. Admin. Rule Pub 205 and thereafter to a Rule 10 appeal to the state supreme court. PELRB staff is available to answer questions/provide guidance as appropriate and necessary to public employers, public employer groups, public employees, and labor organizations. Support staff has primary responsibility for case file maintenance and docket systems, and website maintenance.

Expected Outcomes:

- Accurate and informative responses to all general information requests and case file inquiries within one business day, typically by email if received in that format, or immediately in response to a telephone inquiry when practical and possible.
- Prompt scheduling of all filed cases, and the conduct of all proceedings in a fair and impartial manner.
- Provision of a full and fair opportunity to parties to present their cases in accordance with applicable law and rules.
- Issuance of interim orders and final written decisions which directly address the issues raised and clearly explain the basis for the order or decision.
- Consistency in the application of relevant statutes, prior decisions, case law, and rules.
- Timely maintenance of website.

Notes:

Note 1 – Class 022: FY26-27 will cover the last two years of a five-year lease at 2 ½ Beacon Street in Concord.

Note 2 – Class 027: Legal Files case management software has been installed using funding in the FY24-25 budget. Recurring costs are primarily annual license fees (\$5,700/FY26 and \$6,300/FY27).

Note 3 – Class 049: The PELRB will continue to be supported by the Division of Personnel Human Resource Support Unit (HRSU) at a cost of \$6,192 in FY26 and FY27. The DAS-HRSU program provides HR to agencies/boards which lack the requisite internal staffing and expertise.

Note 4 – Class 030: This is intended to address expenses associated with replacing hearing room tables, chairs, office partitions, and hearing technology.

Note 5 – Class 050: This is increased to reflect a proposed change in the board member per diem from \$50 per day (dating to mid-1980's) to \$250 per day. As stated on Form E, there is a necessary change to RSA 273-A:2, VII, but this is not reflected in the Governor's trailer bill. We request the required statutory amendment be included in the House budget bill.