



January 27, 2026

Representative Jim Creighton, Chair
House Labor and Rehabilitative Services Committee

Re: Testimony in Opposition to HB 1704

Dear Chairman Creighton and Honorable Members of the Committee,

My name is Megan Tuttle, and I am the president of NEA-New Hampshire, representing more than 16,000 public school educators in our state, from teachers, to paraprofessionals, bus drivers, custodians, and more. I am here to testify in opposition to HB 1704-FN.

HB 1704 would undermine collective bargaining for the public employees that its sponsor proports to support, by dividing workers instead of bringing them together, which is the central principal behind collective bargaining.

Speaking with one voice allows a union to bargain effectively with the employer. But like its predecessor legislation “right to-work bill” HB 1704 serves only one purpose, which is to weaken unions.

The sponsor is claiming that this bill somehow solves the “free rider” issue created by the inability to collect dues from non-members in a bargaining unit. In fact, however, HB 1704 would exacerbate this problem by bestowing entitlement bargaining rights to individuals. Free riders would not just benefit from an existing contract already negotiated without paying dues, but they could use these entitlement rights to negotiate their own preferential deal on the backs of the employees who formed, negotiated, or bear the responsibility of enforcing the foundation union agreement. This legislation enables favoritism, discrimination, and downright union busting.

The end result: in exchange for giving individuals this separate bargaining authority after a union has been formed and possibly negotiated multiple successor agreements, this bill will only leave behind diminished labor-management relations and workplace harmony. In the public or private sector, this is a bad deal.

This legislation would also increase costs for local property taxpayers. In education policy and finance committees, we often hear about school costs increasing due to growing administration. Yet this bill would be an attorney and administrative boondoggle because of the additional time,

and legal uncertainties negotiating and enforcing various fractured agreements instead of with an exclusive representative.

For educators, their union may be their only avenue toward maintaining health care they can afford or the ability to fight for some of the basic resources to simply do their job for their students. Please do not threaten that with this kind of legislation that seeks to weaken their voice at work.

We ask that you find HB 1704 Inexpedient-to-Legislate.

Respectfully submitted,



Megan Tuttle
President
NEA-NH