



State of New Hampshire

Public Employee Labor Relations Board

**April 22, 2025, Budget Presentation
Senate Finance Committee
Senator James Gray, Chair**

New Hampshire Public Employee Labor Relations Board
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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. Current 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)

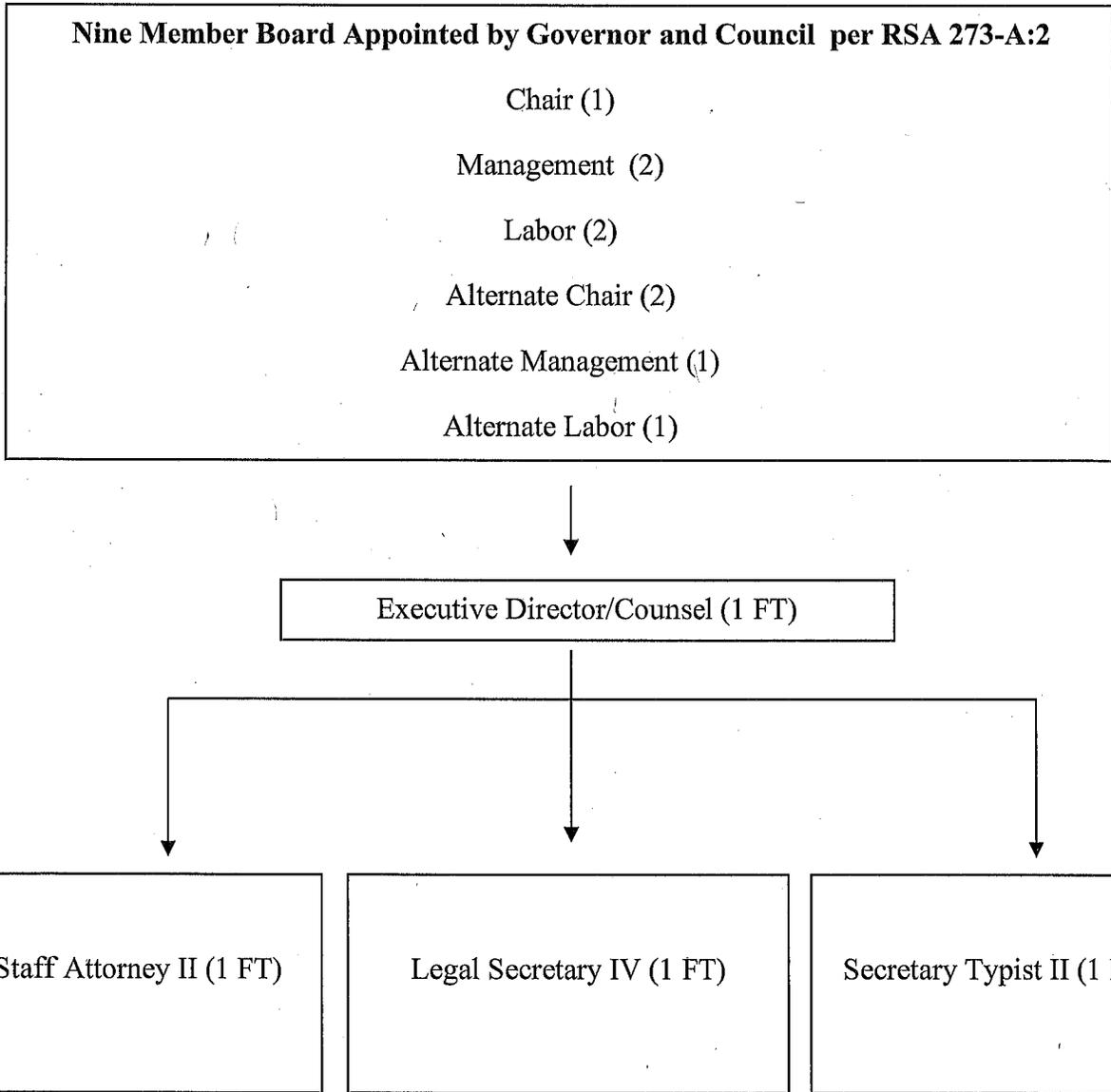
Mission Statement, cont.

- Prompt scheduling of all filed cases, and the conduct of all proceedings in a fair and impartial manner which gives parties the opportunity 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.
- 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.
- Declaratory Rulings
- Rulemaking
- The appointment of bargaining impasse mediators and fact finders as well as grievance arbitrators
- Maintenance of a comprehensive/up-to-date 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.



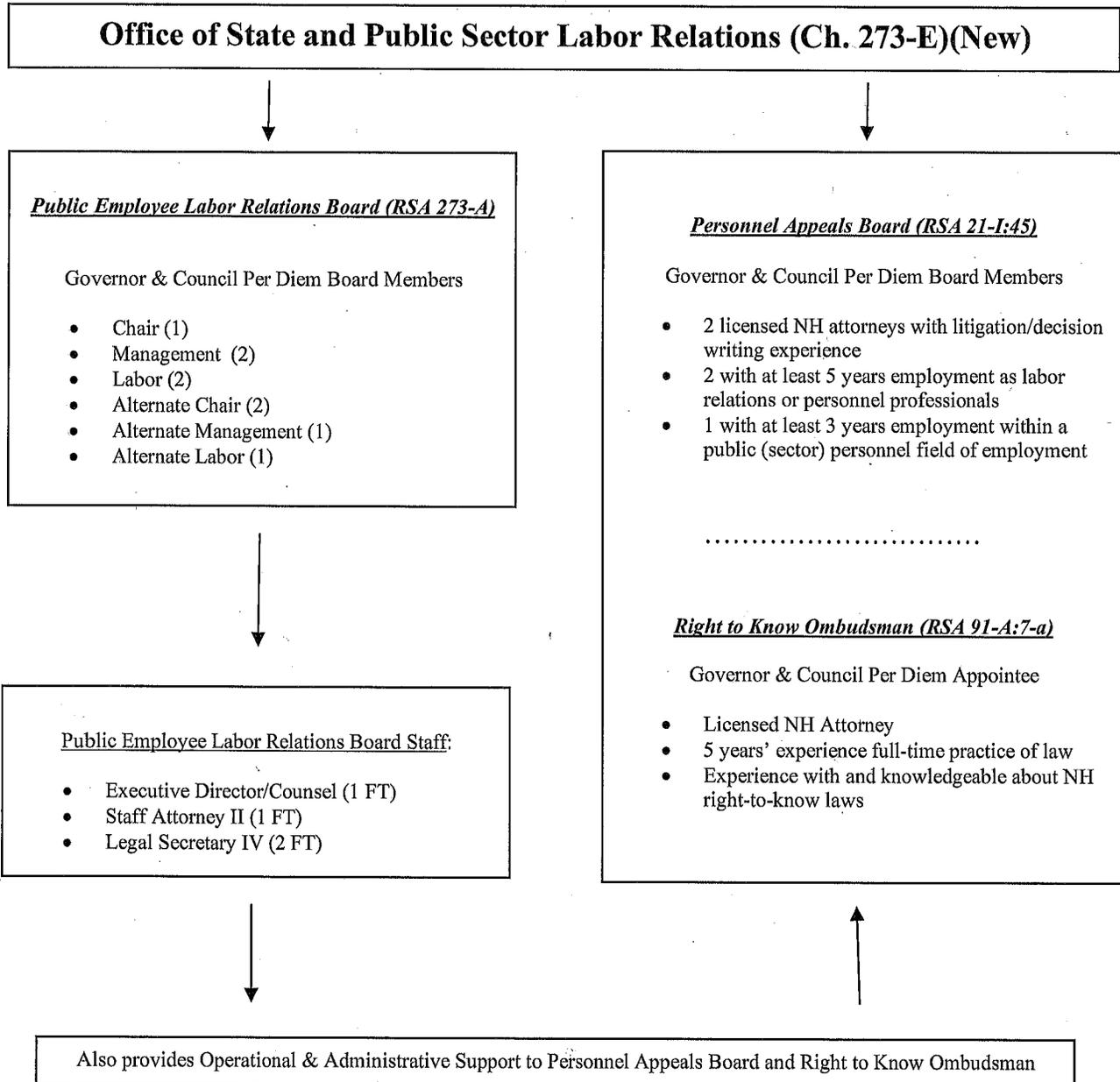
Organizational Chart

Public Employee Labor Relations Board





HB 2 Organizational Chart



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. A general overview of PELRB activity in specific areas for FY25 YTD through 4.21.25 is shown in the table below:

Activity	FY25 through 4.21.25
Unfair Labor Practice Complaints filed	16
Petitions for Certification filed (new bargaining unit)	10
Petitions for Certification-Challenge filed (to replace incumbent union/representative)	8
Representation Elections held	13
Petitions for Modification, Contested filed (to add/remove positions from an existing bargaining unit)	13
Petitions for Modification, Agreed filed (to add/remove positions from an existing bargaining unit)	30
Petitions for Affiliation/Disaffiliation (to document a certified bargaining unit representative's association with a distinct union/association)	2
Surrender of bargaining unit certifications filed (effectively dissolving bargaining unit and related CBA)	2
Petitions for Appointment of Grievance Arbitrator	12
Hearings, Pre-Hearings, Pre-Election Conferences, Status Conferences scheduled	72
Decisions and Orders issued	245
Total FY 25 YTD	423

Bargaining Units and Collective Bargaining Agreements:

Number and type shown in table below:

Employer Type:	Bargaining Unit Certifications	Current Collective Bargaining Agreements on File
CCSNH	3	2
UNH	5	4
PSU	3	3
KSC	6	6
Judicial Branch	2	2
State Executive Branch	38	38
County	40	40
City & Municipal Law Enforcement	72	73
City Other	64	62
Education	320	310
Municipal Other	87	81
Total:	640	621
97% of CBAs on file are Current (non-expired)		

Budget Summary:

	FY 24 Actual	FY 25 Adj. Authorized	FY 26 House	FY 26 Senate Request	FY 27 House	FY 27 Senate Request
General Funds	467,401	563,060	614,635	665,182	617,522	656,319
Total Funds	468,481	564,587	615,960	666,507	618,847	657,644

Budget Notes:

Note 1 – Class 010 & 060: House restored funding to vacant position defunded in Governor’s request in an amount sufficient to support reclassification to Legal Secretary IV to support expanded PELRB operations per HB 2.

Note 2 – Class 022: Last two years of a five-year lease at 2 ½ Beacon Street in Concord.

Note 3 – Class 027: An increase in the House budget is requested to cover costs (*Shared Support Services, Technology, Software (including additional licenses/upgrade of case management software)*) associated with the addition of the Personnel Appeals Board (PAB) and the Office of the Right to Know Ombudsman (RTK) to PELRB operations.

Note 4 – Class 030: Hearing room tables, chairs, office partitions, and hearing room technology.

Note 5 – Class 039: Increase requested to cover Telecomm costs associated with the addition of the PAB and RTK to PELRB operations.

Note 6 – Class 049: Division of Personnel Human Resource Support Unit (HRSU).

Note 7 – Class 050: PELRB board member per diem increased (approved by House and covered in HB 2) from \$50 (dating to mid-1980’s) to \$250.