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Collective Bargaining Senate Highlights



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Background

In 2020, there was a total of 11,276 State employees represented by a union. They are:

- The SEA: 10,364
- The New Hampshire Troopers Association (NHTA): 353
- The Teamsters: 421
- The New England Police Benevolence Association (NEPBA): 64
- The NH Probation and Parole Officers Association: 74

Per RSA 273-A, these unions are required to bargain with the State as one committee. This includes mediation and fact finding. The separate unions can however settle their final agreements separately while the other unions proceed into mediation or fact finding.

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Timeline

- CBAC sent bargaining survey to members in July 2020
- The unions and State negotiating teams began meeting in October 2020
- All the Union teams finished presenting their proposals by December
- State did not provide answers to any proposals
- The unions declared impasse on February 4, 2021. SEA pressed State to TA a few proposals which were signed.
- On February 8th, the Manager of Employee Relations, Elizabeth McCormack, submitted her resignation.



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Timeline

- Rudy Ogden, Deputy Commissioner DOL, appointed interim negotiator for State.
- The State requested time to regroup. State and unions agreed to continue negotiations while waiting for mediation to begin.
- On Tuesday March 16th, negotiations resumed. SEA was able to reach a tentative contract with the State.
- Mediation occurred on Thursday March 18th and lasted all day. All remaining union teams except for the Corrections Officers and Probation and Parole Officers reached a
- tentative agreement. These remaining units will
- proceed to fact finding.



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What about the last contract?

- The State and SEA were not able to settle a 2019-2021 contract.
- Governor Sununu refused to introduce the fact finder's report to G&C, required by RSA 273-A:12.
- The unions filed an Unfair Labor Practice (ULP) complaint.
- The Labor Relations Board (PELRB) ruled in union's favor.
- The State filed a "Motion for Reconsideration" with the PELRB. The SEA is filing an "Objection" to the motion.
- After the Governor refused to bring the report forward, the NH Legislature took it up and voted to accept the fact finder's report in favor of the unions. The Governor refused to implement the report.
- The Unions filed another ULP arguing that the report was binding. The PELRB ruled that fact finder's reports are not binding on the State.
- The unions have appealed the PELRB's decision to the NH Supreme Court. The unions are waiting for a hearing date.
- RSA 273-A requires negotiations to occur every 2 years so we press forward.



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Review Tentative Agreements

- Follow along on screen or attachments received when you registered for this meeting
- SEA presented 24 proposals
- SEA received 20 TAs
- Hold questions until the Q&A
 - Use raise hand function in Zoom

QUESTIONS BEFORE WE START?

