

TALKING POINTS



SEA / SEIU LOCAL 1984

207 N. Main Street, Concord, NH 03246

On April 30, 2021, the PELRB issued a decision regarding the State's unilateral change to employee wages across multiple State bargaining units. The SEA argued that because these wage changes were not first negotiated, the State had committed an unfair labor practice. The State essentially argued that it was permitted to take said actions because the wage increases were temporary and made according to the governor's emergency powers during the pandemic.

The board determined that it did not have jurisdiction to hear the case because it would require interpretation of a statute regarding the Governor's emergency powers, which the PELRB argues it is not empowered to interpret.

As a result, the case was dismissed without making a determination on the merits of the SEA's arguments.

At this time, because of the progress made in collective bargaining and the changing direction of the pandemic, which drove much of this ULP, the SEA will not be seeking further redress.

If you are asked by members why, please refer to the points below:

- All of the wage changes were temporary, and all but one have now lapsed, making most of these issues no longer salient.
- The reaching of a tentative agreement changes the tactic because the unilateral wage change was exacerbated by not having an agreement.
- The parties are currently still negotiating over some of these issues, and thus the SEA is choosing to address the matter through that mechanism, which we believe is more likely to benefit our members.
- As the pandemic continues to improve, it increases the likelihood that the remaining issues will resolve themselves with regard to remaining wage increases because they were tied to emergency orders related to the pandemic.