



State of New Hampshire

PUBLIC EMPLOYEE LABOR RELATIONS BOARD

AFSCME Local 2715

Complainant

v.

Hillsborough County Nursing Home

Respondent

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Case No: A-0426-56

Decision No. 2004-078

CONSENT DECREE AND ORDER DISMISSING COMPLAINT

The parties, both represented by counsel and appearing before the PELRB at its offices in Concord, New Hampshire on March 30, 2004, announced the following settlement agreement in full resolution of the pending unfair labor practice complaint:

"The Union and the County agree that the Union will file a grievance and pursue it to arbitration, if unresolved, when a new and similar grievance arises relating to sick leave, doctors' notes and patterns of sick leave use. The arbitration decision would be final and binding. The County agrees that the arbitration decision would be applied to employees Susan Duhamel, Inge Ducharme, and Rene Black. Further, upon confirmation that five (5) other employees, identified today as Betsy Ruzowsky, Lisa Roy, Doris Weaver, and two (2) others (to be named by 5:00 PM this date) are similarly situated and received verbal warnings/memos to file identifying a pattern of sick leave abuse, will also be bound by the arbitration decision. In exchange for this, the Union agrees to withdraw the ULP and the claims relating to Shannon Droz, Jaime Carpenter, and Laura Sherwood are no longer before this Board."

The PELRB hereby accepts the parties' agreement and adopts the provisions expressed therein as and for its order in this case and directs that the underlying unfair labor practice complaint be DISMISSED in accordance therewith.

So Ordered.
Signed this 25th day of May, 2004.

Jack Buckley
Chairman

By majority vote. Chairman Jack Buckley presiding with Board Members Seymour Osman and E. Vincent Hall present and voting.