

**AFSCME Local 3657/Merrimack Police and Fire Officers v. Town of Merrimack**, Decision No. 2010-066 (Case No. G-0002-3).

**Background:** The Union filed an unfair labor practice complaint claiming that the State interfered with employees' rights and with the administration of an employee organization, discriminated against bargaining unit members, when it paid all non-union a \$1,000 stipend in order to minimize the chance of additional unions forming. The Town denied the charges claiming that the stipend was paid to address concerns over employee morale stemming from a freeze in non-union employee salaries.

**Decision:** The PELRB found that the Town committed unfair labor practices by interfering with employees' rights and with the administration of the union in violation of RSA 273-A:5, I (a) and (b) when it paid \$1,000 to employees to discourage or prevent employee and Union organizing activity. The PELRB ordered the Town to cease and desist from such conduct but denied the Union's request to order the payment of \$1,000 to all bargaining unit employees finding that it had no authority to order such relief.

***Disclaimer: This summary is intended to provide a brief description of the issues in this case and the outcome. The summary is not a substitute for the decision, should not be relied upon in place of the decision, and should not be cited as controlling or relevant authority in PELRB proceedings or other proceedings.***