

**AFSCME, Council 93, Local 3657/Milford Police Employees v. Town of Milford**, Decision No. 2011-084 (Case No. G-0089-3)

**Background:** The Union filed an unfair labor practice complaint claiming violations of 273-A:5, I (a), (b), (e), (g), and (i) based upon the statements and conduct of the Town Administrator at a mandatory training meeting wherein he addressed Union activity that occurred prior to a town meeting vote which included a warrant article containing the costs of a contract resulting from a fact finder's report. Town denied the charges and claimed that the Town Administrator's statements and conduct were legitimate responses to Union activity and did not constitute coercion of bargaining unit employees or an interference with the rights of bargaining unit employees or the Union.

**Decision:** The PELRB found that the Town violated RSA 273-A:5, I (a) and (b) because the Town coerced and interfered with bargaining unit employees in the exercise of their statutory rights, including their right to choose how to exercise their rights to engage in concerted Union activity and participate in Union business and because the Town dominated and interfered in the administration of the Union in areas such as how the Union and bargaining unit employees determine to interact and administer the business of the Union. The PELRB ordered the Town to cease and desist from such activity. The PELRB dismissed all other claims.

***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.***