

**Laconia Professional Fire Fighters Association, IAFF, Local 1153 v. City of Laconia,**  
**Decision No. 2011-148 (Case No. G-0094-3).**

**Background:** The Union filed an unfair labor practice complaint claiming that the City failed to bargain in good faith because during the relevant time period the parties reached a tentative collective bargaining agreement after the Union made concessions demanded by the City and the City's subsequent wage proposal seeking a suspension of step increases in the upcoming year constituted regressive bargaining. The Union also claimed that the manner in which the City participated in negotiations was improper and that the City improperly failed to vote on and approve the tentative agreement. The City denied the charges and claimed that the parties did not reach a tentative agreement, that the City Manager bargained in good faith, and that the City Council acted in a manner consistent with its authority to review and approve or disapprove negotiated cost items.

**Decision:** The PELRB denied the Union's claims finding that there was insufficient evidence to prove that the parties had reached a tentative agreement as claimed by the Union or that the City's conduct otherwise constituted a violation of RSA 273-A:5, I (e).

***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.***