

United Steelworkers of America v. Manchester Water Works, Decision No. 2015-230 (Case No. G-0058-25).

Background: The Union filed an unfair labor practice complaint claiming that the Manchester Water Works (City) violated RSA 273-A:5, I (a), (c), (g), (h), and (i) by failing to implement an arbitration award which required the City to make a good faith effort to obtain reimbursement of wage overpayments to three employees. The City denied the charges and claimed that it had satisfied its obligations under the arbitration award because it obtained reimbursement of overpayment from one employee and made a good faith effort to obtain reimbursement from the other two employees.

Decision: The PELRB found that the City acted reasonably and in good faith in approaching the three employees with a formal demand letter, issued soon after the parties received the arbitrator's award; that the City properly recognized the proof problems and other difficulties associated with any further action and made a reasonable and informed judgment that it could not justify the pursuit of reimbursement any further; and that there was insufficient evidence to prove the MWW failed to act in good faith. The PELRB dismissed the Union's complaint.

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.