

| Collective Bargaining under N.H. RSA 273-A               |   |                                 |                     |
|--|---|---------------------------------|---------------------|
| Bargaining Steps & Process                               | Detail  | Authority                       | Public Employer     |
| Formal commencement of bargaining                        | 120 days before budget submission date Notice Intent to Bargain Due.  | 273-A:3, II (a)                 | All                 |
|  | 120 days before Governor's budget submission date State bargaining must commence.   | 273-A:3, II (a)                 | State               |
| Presentation to public employer board or bargaining unit | Subject to ground rules, & with approval of public employer board/bargaining unit (reciprocity applies) - at "statutory" impasse, or negotiator declared impasse, or 90 days pre budget submission date (State), or 60 days pre budget submission date (non-state employers). <i>See below.</i> | 273-A:12, I (a) (1) & (2)       | All                 |
| Mediation Required                                       | "Statutory" Impasse: No agreement at 90 days before budget submission date.   | 273-A:12, I                     | State               |
|  | "Statutory" Impasse: No agreement at 60 days before budget submission date.   | 273-A:12, I                     | Non State Employers |
|  | "Negotiator Declared" Impasse: Parties have bargained to impasse or request PELRB assistance.   | 273-A:12, I                     | All                 |
|  | Presentation to public employer board or bargaining unit does not resolve impasse.  | 273-A:12, I                     | All                 |
|  | Note: PELRB may allow mediation post budget submission date.  | Pub 305.03 (d)                  | All                 |
| Fact Finding Required                                    | 75 days before budget submission date.  | 273:A:12, I                     | State               |
|  | 45 days before budget submission date.  | 273-A:12, I                     | Non State Employers |
|  | Note: PELRB may allow fact finding post budget submission date.   | Pub 305.03 (d)                  | All                 |
| Issuance of Fact Finder's Report                         | Due 30 days after appointment - to negotiating teams and PELRB unless PELRB otherwise directs.  | 273-A:12, I (b); Pub 305.03 (c) | All                 |
| Use of Fact Finding Report                               | 1. Negotiating teams have 10 days for review. (ULP if published during 10 day period).  | 273-A:12, I (b)                 | All                 |
|  | 2. If both teams accept, proceed with normal process for approval of tentative agreement (ratification, cost approval).   | 273-A                           | All                 |
|  | 3. To full membership of employee organization (Union) and full board of public employer if fact finder report rejected by either negotiating team.   | 273-A:12, II                    | All                 |
|  | 4. To local legislative body at next annual meeting if town meeting form government; or to city/town council or board aldermen within 30 days, and conduct vote within 30 days thereafter if full membership of employee organization or full board of public employer rejects report.          | 273-A:12, III                   | All                 |
|  | 5. If vote of local legislative body does not resolve impasse, parties shall continue with negotiations, including mediation, and mediator may involve board of employer or up to one less than quorum of city council/board aldemmen, town council.  | 273-A:12, IV                    | All                 |
| Other Impasse Resolution Procedures                      | Parties may use other impasse procedures, must share the cost. Legislative approval of costs of any agreement reached still required.   | 273-A:12, V                     | All                 |
| Required Notifications to PELRB                          | If no agreement at 90 days before budget submission date.   | Pub 305.03 (a)                  | All                 |
|  | If mediation does not result in agreement 50 days before budget submission date.  | Pub 305.03 (c)                  |                     |
|  | If negotiations cease   | Pub 305.03 (f)                  | All                 |
|  | If negotiations reopen  | Pub 305.03 (f)                  | All                 |
|  | Negotiating team action on fact finder's report - acceptance or rejection.  | Pub 305.03 (c)                  | All                 |