

facilities and the Omnibus Reconciliation Act which adds, "quality of life and quality assurance" as new requirements for quantifying and evaluating. The County, without reservations, denied the complaint.

Hearing was held in the Board's office in Concord on December 6, 1988 with all parties represented.

DECISION AND ORDER

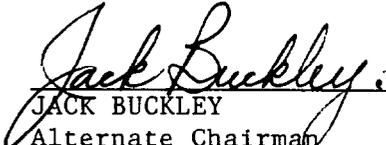
After considering all written and oral evidence and testimony, the Board finds that low staffing and low rates of pay had been problems which needed to be addressed, however, a contract must have integrity and include acceptance of good faith efforts or outcome and the parties to a contract must live with acceptance and/or rejection.

Unilateral implementation of rejected offers constitute unfair labor practices and a violation of RSA 273-A:5.

ORDER

- (1) The Board finds the County guilty of violation of RSA 273-A:5, I (e), (h) and (i) and,
- (2) ORDERS the County to Cease and Desist any such actions in the future.

Signed this 24th day of January, 1989.



JACK BUCKLEY
Alternate Chairman

By unanimous vote. Alternate Chairman Jack Buckley presiding. Members Seymour Osman and Daniel Toomey present and voting. Also present, Executive Director, Evelyn C. LeBrun.