



State of New Hampshire
Public Employee Labor Relations Board

AFSCME Council 93, Local 3438, AFL-CIO

and

City of Lebanon

Case No. G-0269-6
Decision No. 2021-103

Certification of Representative and Order to Negotiate

Pursuant to the Public Employee Labor Relations Act (RSA 273-A) and the results of a secret ballot election (see PELRB Decision No. 2021-102), it is hereby certified that the AFSCME Council 93, Local 3438, AFL-CIO has been designated and selected as the exclusive representative for purposes of collective negotiations and settlement of grievances of the following bargaining unit:

Unit: Full-Time, non-initial probationary employees in the following positions:	
Administrative Services Manager	Airport Operations Supervisors
Assistant City Engineer	Associate Planner
Assistant Recreation Director	City Assessor
Cemetery Sexton	City Planner
City Engineer	Code Health Inspector
Code Enforcement Director	Deputy Fire Chief
Communications Supervisor	Field Inspector
Energy & Facilities Manager	Fleet Maintenance Superintendent
Fire Marshall	Maintenance Manager
GIS Coordinator	Police Captain
Maintenance Superintendent	Real Estate Appraiser II
Police Lieutenant	Senior Planner
Recreation Program Coordinator	Utilities Maintenance Superintendent
Solid Waste Manager	Water Treatment Superintendent
Wastewater Treatment Superintendent	

Excluded: Initial probationary employees, seasonal and temporary employees, part-time employees, and all other employees in job titles other than those listed in the unit description above.

The City of Lebanon shall negotiate with the AFSCME Council 93, Local 3438, AFL-CIO as exclusive representative on terms and conditions of employment for the members of the bargaining unit, as herein described, and shall recognize the right of the AFSCME Council 93, Local 3438, AFL-CIO to represent employees in the settlement of grievances.

So ordered.

Date: June 11, 2021


Karina A. Lange, Esq.
Staff Counsel/Hearing Office

Distribution: Christopher Kilmer, Staff Representative
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