

North Hampton Professional Fire Fighters, Local 3211, IAFF v. Town of North Hampton,
Decision No 2012-209 (Case No. G-0176-1).

Background: The Union filed an unfair labor practice complaint claiming that the Town engaged in direct dealing and bad faith bargaining in violation of RSA 273-A:5, I (a), (b), (g), and (h) when it allegedly sent a health insurance proposal directly to bargaining unit employees and when it unilaterally established compensation and other terms and conditions of employment for firefighters who obtained a state paramedic certification. The Town denied the charges.

Decision: The PELRB held that the Town violated its bargaining obligations, engaged in improper direct dealing with bargaining unit employees, and interfered with unit employees in the exercise of their statutory rights when the Town Administrator submitted an insurance proposal directly to all employees including those in the bargaining unit. The PELRB also found that the Town violated its bargaining obligations when it unilaterally adopted a wage schedule and other conditions of employment for a firefighter EMT position and ordered the Town to cease and desist from such activity, to suspend all unilateral changes to terms and conditions of employment, and to utilize the statutory collective bargaining process.

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.