

State Employees Association of NH, Inc., SEIU Local 1984 and Strafford County, Decision No. 2020-003 (Case No. G-0284-1).

Background: The Union filed a petition for certification seeking to represent certain employees of the Strafford County Sheriff's Department (County). The County objected to the inclusion of Captains and Communication Director in the proposed new bargaining unit claiming that their inclusion would leave an elected Sheriff and one ranking part-time officer as the only non-union supervisory personnel within the organization which would allegedly "cripple" the public employer's ability to perform its mission.

Decision: The Union's petition for representation election was granted. County failed to prove that the creation of the proposed bargaining unit would "cripple" the Sheriff Department's ability to perform its mission and its objection was insufficient to outweigh the public employees' statutory right to select an exclusive representative and bargain collectively. The employees in the proposed bargaining unit had a sufficient community of interest such so that it was reasonable for them to negotiate jointly and the bargaining unit satisfied the ten employee-minimum requirement under RSA 273-A:8.

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.