

**State Employees' Association of NH, SEIU Local 1984 v. Coos County Board of Commissioners (Department of Corrections)**, Decision No. 2021-034 (Case No. G-0282-2).

Background: The Union claimed that the County had violated RSA 273-A:5, I (a), (e), (h), & (i) when it unilaterally imposed a “Temporary Travel and Use of Leave Policy.” The policy established a 14 day quarantine requirement on County employees following certain out of state travel. It also mandated that employees subject to the quarantine requirement must first exhaust accrued personal and sick time before taking unpaid leave. The County denied the charges and claimed that the quarantine policy was not a mandatory subject of bargaining; the affected employee was informed about the quarantine policy before he travelled out of state; the CBA did not require the County to provide additional paid leave to employees who were subject to the quarantine requirement; the mandatory use of paid leave had been eliminated from the policy; and employees can “buy back” the paid leave used.

Decision: The County did not breach the CBA or violate RSA 273-A:5, I (a), (e), (h) or (i) as charged because, among other things, the County’s decision to impose the 14 day self-quarantine policy was within its managerial prerogative and was not a mandatory subject of bargaining. The complaint was dismissed.

***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.***