

**Manchester Education Association/NEA-NH v. Manchester School District**, Decision No. 2022-002 (Case No. E-0140-11)

**Background:** The Union claimed that the District violated RSA 273-A:5, I (a), (b), (c), (d), and (g) when a School Principal, among other things, (1) directed the employees attending the union meeting to work "the crowd into a fury" in order to restrain, coerce and interfere with the Union's and bargaining unit members' statutory rights; (2) discouraged membership in the Union by encouraging the employees to "temporarily" quit the Union, which resulted in a drop in Union membership; and (3) interfered with the Union administration by attempting to influence the selection of Union leaders. The District did not dispute the Union's factual allegations but denied the charges. The District admitted that the Principal strategized with a group of employees who were planning to attend a Union meeting and encouraged them to push back and disrupt those in attendance who would try to attack the administration and/or be critical of the school climate. However, the District claimed that neither the Principal nor anyone attending the union meeting was authorized to act on the District's behalf or was acting with its prior knowledge or direction.

**Decision:** Prior to submitting the case for decision to the Board, the parties filed a Joint Stipulation in final resolution of this matter, which provided in part that the Principal orchestrated a plan to disrupt a union meeting with the stated purpose of quelling what was viewed by the Principal as unrest and dissent at the middle school; and suggested that members of the union drop their membership. The District agreed to direct the Principal to cease and desist any and all such activities. The Board approved the parties' Joint Stipulation.

***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.***