

**International Union of Painters and Allied Trades, District Council 35 and University of New Hampshire**, Decision No. 2023-320 (Motion for Review is pending). Case No. E-0277-1.

**Background:** Union filed a petition for certification seeking to represent certain employees of the University of New Hampshire (UNH) Housing Department, including building service workers and general maintenance workers. UNH objected claiming that the proposed bargaining unit included team leads, who were supervisory employees within the meaning of RSA 273-A:8, II and could not be included in the unit with employees they supervise.

**Decision:** The evidence showed that the team leads, akin to “working foremen” were part of the housekeeping/maintenance teams; their work was largely the same as that of their co-workers; and their “supervisory” duties were fairly limited, were unlikely to create a conflict within the unit, and did not involve the significant exercise of discretion within the meaning of RSA 273-A:8, II. Team leads were included in the proposed bargaining unit and the unit was otherwise approved.

*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.*