

AFSCME Council 93, Londonderry Administrative Employees Association v. Town of Londonderry, Decision No. 2024-042 (Case No. G-0182-6).

Background: The Union claimed that the Town violated RSA 273-A:5, I (a), (b), (c), (e), (g), & (i) when the Town improperly negotiated compensation directly with a bargaining unit employee instead of with the Union; eliminated this employee's position in retaliation for union activity; violated its duty to bargain relating to a planning department reorganization plan; and unlawfully sub-contracted bargaining unit work. The Town stipulated that it committed an unfair labor practice when it negotiated directly with the bargaining unit employee over the compensation changes but denied all other charges. The Town claimed that its actions were a proper exercise of management rights, did not involve any violation of the Town's bargaining obligations, and did not constitute improper sub-contracting of bargaining unit work.

Decision: The Board found that, as stipulated, the Town committed an unfair labor practice in violation of RSA 273-A:5, I (a), (b), (e), and (g) and engaged in improper direct dealing with the bargaining unit employee concerning the terms and conditions of employment. The remaining claims were 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.