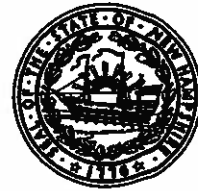


STATE OF NEW HAMPSHIRE
PUBLIC EMPLOYEE LABOR RELATIONS BOARD



Executive Director:

Douglas L. Ingersoll, Esq.

Board Members:

Andrew Eills, Esq.
James M. O'Mara, Jr.
Carol M. Granfield
Richard J. Laughton, Jr.
Peter Callaghan, Esq. (Alt.)
Glenn Brackett (Alt.)

October 19, 2021

His Excellency, Governor Christopher Sununu
and the Honorable Council
State House
Concord, New Hampshire 03301


REQUESTED ACTION

Accept the enclosed Biennial Report of the Public Employee Labor Relations Board.

EXPLANATION

I have prepared the Biennial Report for the period July 1, 2019 to June 30, 2021 (FY 20 & 21) on behalf of the New Hampshire Public Employee Labor Relations Board pursuant to RSA 273-A:16, III. The report may be accessed on the state transparency website per RSA 20:7. More information about the PELRB is available at www.nh.gov/pelrb.

Respectfully,


Douglas L. Ingersoll, Esq.
Executive Director

cc: Sherman Packard, Speaker of the House of Representatives
Chuck Morse, Senate President



State of New Hampshire

Biennial Report:

New Hampshire Public Employee Labor Relations Board

Report Date..... October 18, 2021
Statutory Basis for Report RSA 273-A:16, III
Reporting Period.....July 1, 2019 to June 30, 2021



State of New Hampshire

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State of New Hampshire
Public Employee Labor Relations Board

Governor: **Christopher Sununu**

Executive Council:

District 1	Joseph D. Kenney
District 2	Cindi Warmington
District 3	Janet Stevens
District 4	Theodore L. Gatsas
District 5	David K. Wheeler

PELRB Board:

Chair	Andrew Eills, Esq. Peter Callaghan, Esq. (alt.)
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Management	Carol M. Granfield James M. O'Mara, Jr.
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Labor	Richard J. Laughton, Jr. Glenn Brackett (alt.)
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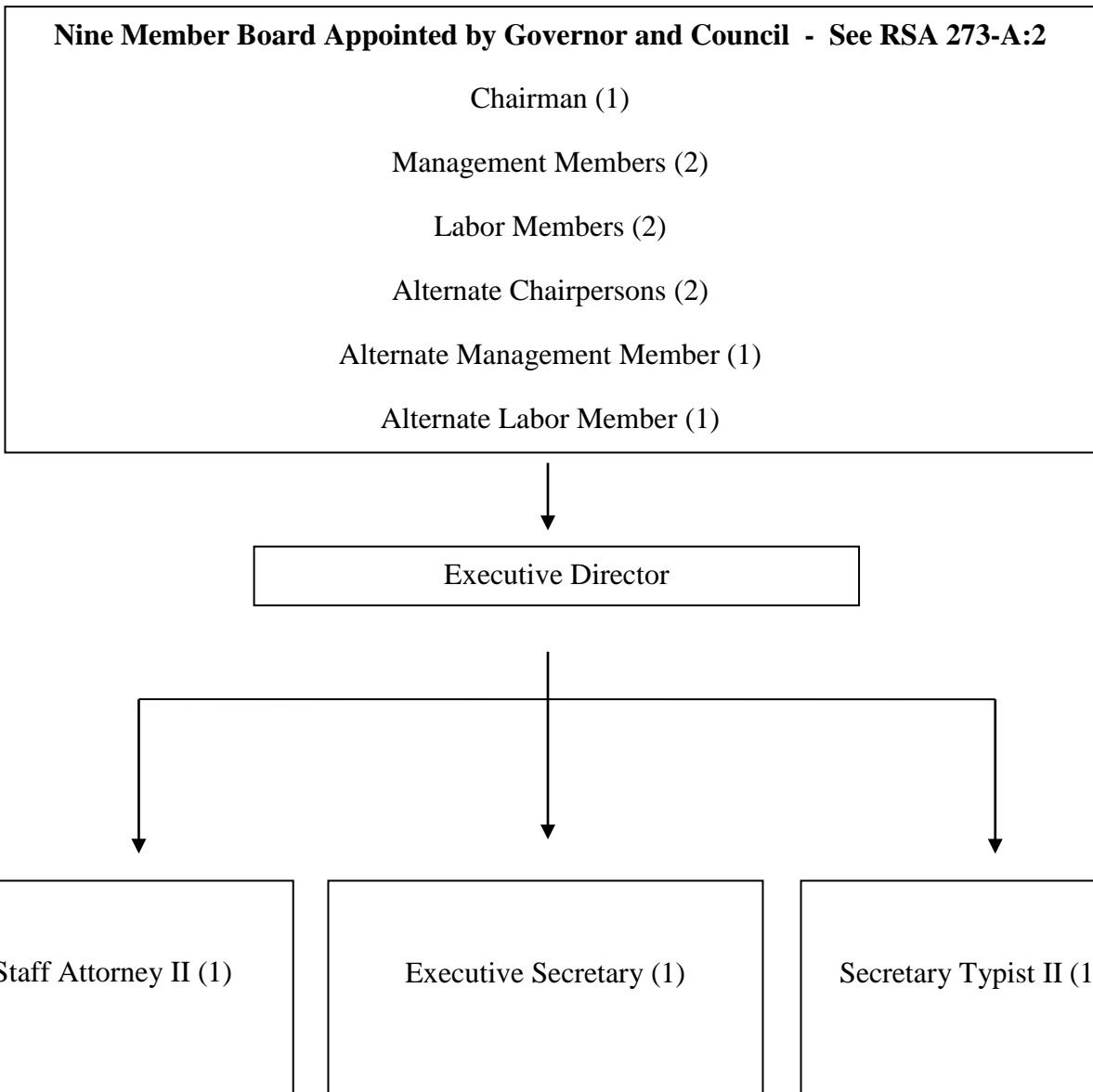
PELRB Executive Director: **Douglas L. Ingersoll, Esq.**



STATE OF NEW HAMPSHIRE

Organizational Chart

[New Hampshire Public Employee Labor Relations Board]





State of New Hampshire

PELRB Board Members:

Chair

Andrew Eills, Esq.
[Term Expires February 13, 2022]

Peter Callaghan, Esq. (alt.)
[Term Expires February 13, 2022]

Management

Carol M. Granfield
[Term Expires October 15, 2026]

James M. O'Mara, Jr.
[Term Expires September 17, 2022]

Labor

Richard J. Laughton, Jr.
[Term Expires October 2, 2021]

Glenn Brackett
[Term Expires December 6, 2021]

PELRB Classified Employees (4):

Executive Director (1)
Staff Attorney/Hearing Officer (1)
Executive Secretary (1)
Secretary Typist II (1)



State of New Hampshire Public Employee Labor Relations Board

Introduction

The state's public sector collective bargaining law is set forth in RSA 273-A, and this board has administered this law for the past forty five years. In 1975, when RSA 273-A was enacted, some public employers and employees were already engaged in collective bargaining, and strikes and work stoppages were a concern. The legislature stated that it "is the policy of the state to foster harmonious and cooperative relations between public employers and their employees and to protect the public by encouraging the orderly and uninterrupted operation of government." The legislature implemented this policy by: 1) recognizing the right of public employees to organize and be represented for the purpose of bargaining collectively with public employers such as the state, any political subdivision of the state, the university system but not the General Court; 2) requiring public employers to negotiate in good faith with certified employee representatives and reduce collectively bargained agreements to writing; and 3) establishing a public employee labor relations board with "broad powers to assist in resolving disputes between governments and its employees."

COVID-19 and Board Operations

In the spring of 2020, following the Governor's March 13, 2020 Executive Order declaring a state of emergency due to COVID-19, the board was compelled to adapt its operations accordingly. In person proceedings were suspended, although board staff continued to work on-site. By July of 2020 the board was using WebEx video to allow parties to participate in pre-hearing conferences, hearings, and other board activity remotely. Parties were also encouraged to submit cases for decision on stipulations and briefs when possible, thereby eliminating the need for in person or remote hearings. Following the expiration of the Governor's state of emergency declaration in mid-2021, the board resumed in-person proceedings but will continue to rely on tools like WebEx to augment operations. The board also decided a number of unfair labor practice complaints directly attributable to COVID-19. These decisions are available for review on the board's website, together with all decisions and orders the board has issued since its inception.

Summary of the Board's Administrative and Adjudicatory functions

Bargaining Unit Formation and Determination of Representative:

Certification petitions are processed which seek recognition of proposed bargaining units. These may require adjudicatory hearings to resolve bargaining unit composition issues. The certified exclusive representative of appropriate bargaining units is determined through the written majority authorization or secret ballot election process.

Changes to existing bargaining units:

Modification petitions are processed to resolve proposed changes in the composition of previously certified bargaining units and may involve contested adjudicatory hearings.

Representation challenges:

Decertification petitions and challenge petitions are processed which seek to resolve through secret ballot elections questions of representation of existing bargaining units and whether bargaining unit employees wish to continue with statutory collective bargaining through secret ballot elections. Contested adjudicatory hearings may be necessary.

Elections:

Secret ballot elections are conducted by mail or on site at various public employer locations throughout the state to resolve questions of representation of bargaining units.

Unfair Labor Practice Complaints:

Unfair Labor Practice complaints are processed which seek to address alleged violations of RSA 273-A:5, I or II. Pre-hearing conferences and contested adjudicatory proceedings are typically required to determine whether a particular respondent has violated a provision(s) of RSA 273-A:5.

Declaratory Rulings:

Petitions for a declaratory ruling are processed pursuant to Pub 206.01 regarding the specific applicability of any statute within the jurisdiction of the board to enforce, or any rule or order of the board.

Hearings:

RSA 273-A mandates the conduct of a hearing within 45 days of the filing date for unfair labor practice complaints. Representation and other petitions follow a similar time line. Hearings involve sworn testimony, exhibits, as well as written and oral argument. These proceedings may involve two to three parties, their representatives, multiple witnesses, observers, as well as PELRB staff and board members.

Decisions:

The PELRB issues comprehensive written decisions in contested cases inclusive of factual findings, legal rulings, and orders for relief if applicable. Per RSA 273-A, decisions on unfair labor practice complaints typically issue within 45 days of the date the record for decision is complete. A similar timeline is followed for representation and other petitions. Decisions are subject to a PELRB review process pursuant to Pub 205 and final PELRB decisions are subject to appeal to the New Hampshire Supreme Court. All decisions dating to 1976 are available on the PELRB website.

Rulemaking:

The PELRB files rulemaking petitions as necessary to implement the provisions of RSA 273-A. This involves the conduct of related public hearings and proceedings, and the presentation of proposed rule changes to the Joint Legislative Committee on Administrative Rules (JLCAR).

Neutral appointments:

The board maintains a list of neutrals per RSA 273-A:2, V who serve as impasse mediators, factfinders, and/or grievance arbitrators.

Collective bargaining:

Parties to the negotiating process are required to bargain in good faith, which means they must meet at reasonable times and places with the good faith intention to discuss bargaining proposals for the purpose of reaching agreement and finalizing a tentative agreement whose costs are subject to final approval by the local legislative body. Parties must file their collective bargaining agreements with the PELRB and the PELRB publishes all filed contracts on the PELRB website.

Website development and maintenance:

The board maintains a website which contains comprehensive and current information about applicable laws, rules, procedures, decisions, bargaining unit certifications and collective bargaining agreements. The website serves as a resource frequently used by public employers, public employees, employee organizations, and the public to conduct legal research and learn more about PELRB procedures, and reduces the amount of time dedicated to staff responses to public inquiries.

RSA 273-C:

In 1990 the legislature enacted RSA 273-C and authorized proceedings before the PELRB relating to the right of employees of licensed dog or horse racing track owners to form bargaining units and engage in collective bargaining. This law accounts for a relatively small percentage of PELRB activity.

Electronic Filing and Docket Maintenance:

PELRB operations are based upon a basic but effective electronic filing and case management system, established without dedicated software, which facilitates and expedites filings made with the PELRB, the issuance of decisions, and internal management of case files, docket material, and general systems.

Receipts		
Description	FY 2020	FY 2021
Unfair Labor Practice Fees and Misc.	1,530	1,440
Expenditures		
Description	FY 2020	FY 2021
Personal Services & Benefits	413,407	402,264
Rents-(2 1/2 Beacon St & Copier)	39,169	39,547
Current Expenses	3,707	3,155
Transfers to DoIT	5,252	5,078
Telecommunications	4,226	4,402
In State Travel Reimbursement	1,112	0
Other Expenditures	290	
Total:	467,163	454,446

Category	FY 2021	FY 2020
Decisions/Orders	300	283
Cases Closed	88	97
Unfair Labor Practice Complaints	22	26
Certification Petitions	20	16
Elections Held	12	14
New Bargaining Units	7	9
Modification Petitions	35	44
Mediation Petitions	3	4
Arbitration Petitions	16	15
Fact Finding Petitions	0	6
Totals:	503	514

	Petitioner	Respondent
1	AFSCME Council 93	Town of Littleton
2	AFSCME Council 93, AFL-CIO	City of Berlin
3	AFSCME Council 93, AFL-CIO (G-0086-3)	City of Berlin
4	AFSCME Council 93, Local 1348	City of Claremont
5	AFSCME Council 93, Local 534, AFL-CIO	Town of Moultonborough
6	AFSCME Council 93, Londonderry Administrative Employees Association (Town Administrative Employees)	Town of Londonderry
7	AFSCME Council 93/Local 1444 Berlin City Employees	City of Berlin
8	AFSCME Local #1444	Berlin School District
9	AFSCME Local 1906, Council 93, AFL- CIO	Hudson School District
10	AFSCME Local 3657	Town of Pelham
11	AFSCME Local 3657, Hillsborough County Sheriff's Office	Hillsborough County
12	AFSCME Local 534, Ossipee Town Employees	Town of Ossipee
13	Brookline Educational Support Staff Association, NEA-NH	Brookline School District, SAU #41
14	Chesterfield Support Staff Association, NEA-NH	Chesterfield School District
15	City of Concord	United Auto Workers (Clerical & Technical Employees)
16	City of Concord	AFSCME Local 1580, Concord City Employees
17	Colebrook Support Staff Association, NEA- NH	Colebrook School District
18	Concord Education Association, Affiliated with NEA-NH	Concord School District
19	Concord Fire Fighters Association, IAFF, Local 1045	City of Concord
20	Concord School District	Concord Education Association, NEA-NH
21	Cornish Education Association, Affiliated with NHEA/NEA	Cornish School District

22	Ellen Read	Cooperative Alliance for Seacoast Transportation
23	Exeter Education Association, Affiliated with NEA-NH	Exeter School District
24	Groveton Teachers Association, NEA-NH	Northumberland School District
25	Hanover Education Association, NEA-NH	Dresden and Hanover School Boards
26	Hollis Education Association, NEA-NH	Hollis School District/Hollis-Brookline Cooperative School District
27	Hudson Federation of Teachers, AFT, #2263, AFT-NH, AFL-CIO	Hudson School Board
28	Hudson Police, Fire & Town Supervisors Association	Town of Hudson
29	Hudson Police, Fire & Town Supervisors Association (HPFTSA)	Town of Hudson
30	Hudson School District	Teamsters Local 633 of NH/Hudson School District Maintenance Employees
31	Hudson School District	Teamsters Local 633 of NH/Hudson School District Maintenance Employees
32	Inter-Lakes Education Association, NEA-NH	Inter-Lakes School Board
33	Jaffrey Rindge Education Association, Affiliated with NEA-NH	Jaffrey Rindge School District
34	Keene Clinical Service Providers	Keene School District
35	Keene Education Association, NEA-NH (E-0120-10)	Keene School District
36	Keene Education Association, NEA-NH (E-0120-11)	Keene School District
37	Keene Education Association, NEA-NH (E-0120-8)	Keene School District
38	Keene Education Association, NEA-NH (E-0120-9)	Keene School District
39	Keene State College	Teamsters Local 633 (Keene State College Campus Safety Employees)
40	Lebanon Professional Administrative Salaried Employees (LPASE)	City of Lebanon
41	Londonderry Police Employees Association	Londonderry Police Department & AFSCME Local 3657
42	Lyme Education Association, Affiliated with NHEA/NEA	Lyme School District

43	Madison Employees' Association, NEA-NH	Madison School District
44	Manchester Education Association, Nea-NH	Manchester School District
45	Manchester Police Patrolman's Association	City of Manchester
46	Mascoma Valley Regional School District	Mascoma Valley Regional Education Association, NEA-NH
47	Milford Teachers Association, NEA-NH	Milford School District
48	Nashua Fire Fighters Association, IAFF, Local 789	City of Nashua
49	New England Police Benevolent Association	Town of Hooksett
50	New England Police Benevolent Association	Town of Alton, Police Department
51	New England Police Benevolent Association	State of NH, Department of Safety & State Employees Association of NH, SEIU Local 1984
52	New England Police Benevolent Association	State of NH, Department of Safety, Division of Fire Safety & State Employees Association of NH, SEIU Local 1984
53	New Hampshire Higher Education Union	Community College System of New Hampshire
54	New Hampshire Higher Education Union (E-0165-7)	Community College System of New Hampshire
55	New Hampshire Probation & Parole Command Staff Association	State of New Hampshire, Department of Corrections
56	New Hampshire Probation & Parole Officers Association	State of New Hampshire, Department of Corrections
57	New Hampshire State Police Command Staff, New Hampshire Troopers Association	State of New Hampshire, Department of Safety, Division of State Police
58	New Hampshire Troopers Association	State of New Hampshire, Department of Safety, Division of State Police
59	Newmarket Teachers Association, Affiliated with NHEA/NEA	Newmarket School District
60	Pembroke Support Staff Association, NEA- NH	Pembroke School District, SAU 53
61	Pembroke Support Staff Association, NEA- NH	Pembroke School District, SAU 53
62	Peter Moisakis	Town of Hampton Board of Selectmen

63	Peter Moisakis	Town of Hampton Board of Selectmen
64	Portsmouth Professional Management Association	City of Portsmouth
65	Prospect Mountain Education Support Professional Association, NEA-NH	Prospect Mountain High School Board
66	Raymond Education Association, NEA-NH	Raymond School District
67	Rochester Federation of Teachers, (Food Service Chapter) AFT #3607, AFT-NH, AFL-CIO	Rochester School District
68	Rochester Federation of Teachers, AFT #3607, AFT-NH, AFL-CIO	Rochester School District
69	Rochester Municipal Managers Group	City of Rochester
70	Salem Police Relief Association	Town of Salem & Salem Police Relief Association, NEPBA, Inc, IUPA, AFL-CIO
71	SEA of NH, Inc., SEIU Local 1984	Rockingham County (Nursing Home)
72	SEIU Local 1984, Strafford County Nursing Home Employees (G-0136-7)	Strafford County Commissioners
73	SEIU Local 1984, Strafford County Nursing Home Employees (G-0219-5)	Strafford County Commissioners
74	Shaker Regional School District	Shaker Regional Education Association, NEA-NH
75	State Employees Association of New Hampshire, SEIU Local 1984 (G-0115-8)	State of New Hampshire
76	State Employees' Association of New Hampshire, Inc., SEIU Local 1984	Rockingham County (Nursing Home)
77	State Employees' Association of New Hampshire, Inc., SEIU Local 1984 (G-0115-10)	State of New Hampshire
78	State Employees Association of NH, Inc., SEIU Local 1984	Strafford County
79	State Employees' Association of NH, Inc., SEIU Local 1984	Rockingham County (Nursing Home)
80	State Employees' Association of NH, Inc., SEIU Local 1984	Plymouth State University
81	State Employees Association of NH, SEIU Local 1984	State of New Hampshire, Department of Transportation
82	State Employees' Association of NH, SEIU Local 1984	City of Franklin

83	State Employees Association of NH, SEIU Local 1984 (G-0115-8)	State of New Hampshire
84	State Employees Association of NH, SEIU Local 1984, NEPBA Local 40, NH Fish & Game Conservation Officers and NEPBA Local 45, NH Fish & Game Supervisory Officers	State of New Hampshire, Fish & Game Department
85	Tamworth Educational Support Personnel Association, NEA-NH	Tamworth School District
86	Tamworth Educational Support Personnel Association, NEA-NH	Tamworth School District
87	Teamsters Local 633	Town of Loudon
88	Teamsters Local 633 of New Hampshire	Rockingham County Department of Corrections
89	Teamsters Local 633 of New Hampshire (E-0241-1)	Timberlane Regional School District
90	Teamsters Local 633 of New Hampshire (E-0245-1)	Timberlane Regional School District
91	Teamsters Local 633 of New Hampshire (E-0251-1)	Timberlane Regional School District
92	Teamsters Local 633/Plaistow Town Employees (G-0061-10)	Town of Plaistow
93	Teamsters Local 633/Plaistow Town Employees (G-0061-12)	Town of Plaistow
94	Teamsters Local 633/Plaistow Town Employees (G-0061-9 & G-0061-11)	Town of Plaistow
95	Timberlane Teachers' Association, AFT Local #4796, AFT-NH, AFL-CIO	Timberlane Regional School District
96	Town of Gilford	AFSCME Council 93, Local 534, Gilford Public Works Employees
97	White Mountains Educational Support Personnel, Affiliated with NHEA/NEA	White Mountains School District
98	Winchester School District	Winchester Support Staff Association, NEA-NH
99	Windham Education Association, Affiliated with NHEA/NEA	Windham School District, SAU #95

1	AFSCME Council 93	Town of Hampstead
2	AFSCME Council 93	Sullivan County Nursing Home
3	AFSCME Council 93 / Local 1444 Berlin City Employees	City of Berlin
4	AFSCME Council 93, Local 1348, Sullivan County Charge Nurses	Sullivan County Nursing Home
5	AFSCME Council 93, Local 1444 Berlin City Employees	City of Berlin
6	AFSCME Council 93, Local 3438, AFL-CIO	City of Lebanon & Lebanon Professional Administrative Salaried Employees (LPASE)
7	AFSCME Council 93, Local 3438, AFL-CIO	City of Lebanon
8	AFSCME Council 93, Local 3657, Brookline Police Officers Association	Town of Brookline
9	AFSCME Council 93, Local 534, AFL-CIO	Town of Wolfeboro
10	AFSCME Council 93/Local 1444 Berlin City Employees	City of Berlin
11	AFSCME Council 93	Sullivan County Nursing Home
12	AFSCME Local 1386	City of Portsmouth
13	AFSCME Local 3657, Hillsborough County Sheriff's Office	Hillsborough County
14	AFSCME Local 534, Ossipee Town Employees	Town of Ossipee
15	Alton Education Support Personnel Association, NEA-NH	Alton School District, SAU 72
16	Bartlett Education Association, Affiliated with NHEA/NEA	Barlett School District
17	Bedford Police Association	Town of Bedford
18	Bedford Police Association, Affiliated with State Employees' Association, SEIU Local 1984	Town of Bedford
19	Brentwood Educational Support Professionals Association, NEA-NH	Brentwood School District
20	Dover Police	City of Dover
21	Farmington Education Support Professionals United, NEA-NH	Farmington School District
22	Hampton Fire Department Supervisory Association, Affiliated with Hampton Professional Firefighters Association, Local 2664, IAFF	Town of Hampton
23	Hampton Fire Fighters, Local 2664, Affiliated with IAFF/AFL-CIO	Town of Hampton
24	Haverhill Support Staff, NEA-New Hampshire	Haverhill Cooperative School District
25	Hooksett Permanent Firefighters Association, Local 3264, IAFF	Town of Hooksett
26	Inter-Lakes Education Association, NEA-NH	Inter-Lakes School Board
27	Internal Affairs Association of NH	New Hampshire Dept. of Corrections & State Employees' Association of NH, SEIU Local 1984
28	International Chemical Workers Union Council/UFCW	Hillsborough County Nursing Home
29	Keene Education Association, NEA-NH	Keene School District

30	Keene Police Supervisors Association	City of Keene and Keene Police Department Supervisors, Affiliated with NHFT, AFT, Local 6305, AFL-CIO
31	Keene School District	Keene Association of Principals and Supervisors
32	Keene State College Directors and Supervisors Association, NEA-NH	Keene State College
33	Lafayette Regional Education Association, Affiliated with NEA/NH	Lafayette Regional School District
34	Lisbon Support Staff Association, NEA/NH	Lisbon School District
35	Manchester Police Patrolman's Association	City of Manchester
36	Mascoma Valley Regional Support Staff/MVREA/NEA-NH	Mascoma Valley Regional School District
37	Merrimack County Correctional Officers Union	Merrimack County Department of Corrections & State Employees' Association of New Hampshire, Inc., SEIU Local 1984
38	Milford Teachers Association, NEA-New Hampshire	Milford School District
39	NEPBA, New Hampshire State Law Enforcement Officers' Union	State of New Hampshire, Department of Safety and State Employees' Association of NH, SEIU Local 1984
40	NEPBA, New Hampshire State Law Enforcement Supervisors' Union	State of New Hampshire (Liquor Commission) and State Employees' Association of NH, SEIU Local 1984
41	NEPBA, NH State Law Enforcement Supervisors' Union	State of New Hampshire (Department of Safety & Liquor Commission)
42	New England Police Benevolent Association	Rockingham County Sheriff's Office
43	New England Police Benevolent Association	Hillsborough County (County Attorney's Office)
44	New England Police Benevolent Association	State of New Hampshire, Department of Safety, Division of Fire Safety & State Employees' Association of NH, SEIU Local 1984
45	New Hampshire State Police Command Staff, New Hampshire Troopers Association	State of New Hampshire, Department of Safety, Division of State Police
46	New Hampshire Troopers Association, Case No. 24	NH Dept. of Safety - Division of State Police
47	New Hampshire Troopers Association, Case No. 25	NH Dept. of Safety - Division of State Police
48	New Hampshire Troopers Association, Case No. 26	NH Dept. of Safety - Division of State Police
49	New Hampshire Troopers Association, Case No. 27	NH Dept. of Safety - Division of State Police
50	New Hampshire Troopers Association, Case No. 28	NH Dept. of Safety - Division of State Police
51	New Hampshire Troopers Association, Case No. 29	NH Dept. of Safety - Division of State Police
52	Portsmouth Professional Management Association	City of Portsmouth
53	Professional Firefighters of Hampton, IAFF 2664	Town of Hampton
54	Professional Firefighters of Hampton, IAFF 2664 (Supervisory Unit)	Town of Hampton

55	School Administrator's Association, affiliated with Teamsters Local 633 of New Hampshire	City of Rochester/Rochester School Board
56	SEA of NH, Inc., SEIU Local 1984	Rockingham County (Nursing Home)
57	SEA, Local 1984, Strafford County Corrections Employees	Strafford County Commissioners
58	SEA/SEIU Local 1984 (Adjunct Faculty)	Community College System of New Hampshire
59	Specialists of Monadnock District, SAU 93/NEA-NH	Monadnock Regional School District, SAU 93
60	State Employees' Association of New Hampshire, SEIU Local 1984	State of New Hampshire
61	State Employees' Association of New Hampshire, SEIU Local 1984	State of New Hampshire & New Hampshire Troopers Association (Intervenor)
62	State Employees' Association of New Hampshire, SEIU Local 1984, NEPBA Local 40, NH Fish & Game Conservation Officers & NEPBA Local 45, NH Fish & Game Supervisors Officers	State of New Hampshire
63	State Employees' Association of NH, Inc., SEIU Local 1984	Rockingham County (Nursing Home)
64	State Employees' Association of NH, Inc., SEIU Local 1984	Plymouth State University
65	State Employees Association of NH, SEIU Local 1984	State of New Hampshire and Intervenor NHTA, NHTA-Command Staff, NH Probation & Parole, NH Probation & Parole-Command Staff
66	State Employees Association of NH, SEIU Local 1984	Coos County Department of Corrections
67	State Employees' Association of NH, SEIU Local 1984	State of New Hampshire, Department of Health & Human Services
68	State Employees' Association of NH, SEIU Local 1984	Coos County Board of Commissioners (Department of Corrections)
69	State Employees' Association of NH, SEIU Local 1984	Merrimack County Nursing Home & ICWU Local 1046C, Merrimack County Nursing Home Employees
70	State Employees' Association of NH, SEIU Local 1984	State of New Hampshire, Liquor Commission
71	State Employees' Association of NH, SEIU Local 1984	Coos County Department of Corrections
72	State Employees' Association of NH, SEIU Local 1984	State of New Hampshire, Department of Transportation
73	State of New Hampshire, Department of Safety	State Employees' Association of NH, SEIU Local 1984
74	Strafford County Sheriff's Employee Association, NEPBA Local 295	Strafford County (Sheriff's Office)
75	Teamsters Local 633	Town of Gilford Police Department
76	Teamsters Local 633 (Seabrook Dog Track Employees) & (Seabrook Racetrack Security Association)	Andrew Carrier, RMH NH LLC, The Brook
77	Teamsters Local 633 (Administrators)	Timberlane Regional School District
78	Teamsters Local 633 (Administrative Assistants)	Timberlane Regional School District

79	Teamsters Local 633 (Custodians)	Timberlane Regional School District
80	Teamsters Local 633 (Cafeteria Workers)	Timberlane Regional School District
81	Teamsters Local 633 of New Hampshire	City of Claremont
82	Teamsters Local 633 of New Hampshire	Town of Hooksett
83	Teamsters Local 633 of New Hampshire	Town of Merrimack, Public Works Department
84	Teamsters Local 633 of New Hampshire (Administrators)	Timberlane Regional School District
85	Town of Hampstead	Hampstead Police Union, NEPBA Local 37
86	Town of Tilton	Tilton Police Union, NEPBA, Local 29
87	Wakefield Education Association, NEA-NH	Wakefield School District

Employer	Number Bargaining Units	Current	Total Expired	Expired on 6-30-21	Expired prior to 6-30-21
State Executive & Judicial Branch	42	16	0	0	0
Community College System of NH	3	1	2	1	1
University System of NH	13	6	7	4	3
County	39	36	3	1	2
City	153	125	28	19	9
Town	381	327	40	15	25
Total:	631	511	80	40	40
Note: There are 16 state contracts - the SEA Master Contract covers numerous state bargaining units.					

	Employer	Union	Unit Type	CBA Expire Date
1	Adjutant General	SEA	SEA	6/30/2023
2	Admin Serv	SEA	SEA	6/30/2023
3	Agriculture	SEA	SEA	6/30/2023
4	Banking	SEA	SEA	6/30/2023
5	Business & Economic Affairs	SEA	SEA	6/30/2023
6	CCSNH	SEA	Adjunct Faculty	6/30/2018
7	CCSNH	NHHEA	Professors & Instructors	6/30/2021
8	CCSNH	SEA	Professional, Administrative, Technical & Operating Staff	9/30/2021
9	Corrections	SEA	Classified employees SEA	6/30/2023
10	Corrections	Teamsters	Corrections Officers, Teamsters	6/30/2021
11	Corrections	SEA	Corrections Supervisors, SEA	6/30/2021
12	Corrections	Teamsters	Corrections IAANH	6/30/2023
13	Corrections/Probation	NEPBA	Probation/Parole Officers, NEPBA	6/30/2023
14	Corrections/Probation	NEPBA	Probation/Parole Supervisors, NEPBA	6/30/2023
15	Education	SEA	SEA	6/30/2023
16	Empl Security	SEA	SEA	6/30/2023
17	Energy & Planning (Admin Services)	SEA	SEA	6/30/2021
18	Environ Services	SEA	SEA	6/30/2021
19	Fish & Game	NEPBA	Conservation Officers/NEPBA	6/30/2023
20	Fish & Game	SEA	Classified Employees/SEA	6/30/2023
21	Fish & Game	NEPBA	Conservation Officer Supervisors/NEPBA	6/30/2023
22	HHS	SEA	SEA	6/30/2023
23	HHS / NH Hospital	SEA	SEA	6/30/2023
24	Human Rights	SEA	SEA	6/30/2023
25	I.T.	SEA	SEA	6/30/2023
26	Insurance	SEA	SEA	6/30/2023
27	Judicial Branch	SEA	Assistants	6/30/2023
28	Judicial Branch	Teamsters	Security, Teamsters	7/31/2023
29	KSC	NEA	FT Faculty, Library, Chairs etc...	6/30/2020
30	KSC	NEA	Adjunct Faculty	6/30/2024
31	KSC	Teamsters	Campus Safety	6/30/2023
32	KSC	NEA	Administrative Staff	6/30/2021
33	KSC	NEA	College Staff	6/30/2021
34	KSC	NEA	Directors & Supervisors	6/30/2021

35	Labor	SEA	SEA	6/30/2023
36	Liquor	NEPBA	Investigators, Sgts NEPBA	6/30/2023
37	Liquor	SEA	Classified employees SEA	6/30/2023
38	Lottery	SEA	SEA	6/30/2023
39	Natural & Cultural Resources	SEA	SEA	6/30/2023
40	Office Prof Licensure	SEA	SEA	6/30/2023
41	PSU	SEA	Adjunct Faculty	6/30/2022
42	PSU	AAUP	Track Faculty	6/30/2021
43	PSU	SEA	Non-tenure track faculty	
44	State Police	NHTA	Rank & File	6/30/2023
45	State Police	NHTA	Command Staff	6/30/2023
46	Retirement System	SEA	SEA	6/30/2022
47	Revenue	SEA	SEA	6/30/2023
48	Safety	SEA	SEA	6/30/2023
49	Safety	NEPBA	Law Enforcement Officers	6/30/2023
50	Safety	NEPBA	Law Enforcement Supvr	6/30/2023
51	Supervisory Employees	SEA	SEA	6/30/2023
52	Transportation	SEA	SEA	6/30/2023
53	Treasury	SEA	SEA	6/30/2023
54	UNH	Teamsters	Police	6/30/2022
55	UNH	Independent	UNH Law Faculty	6/30/2020
56	UNH	AAUP	Lecturers	6/30/2022
57	UNH	AAUP	Academic Faculty	6/30/2020
58	Veterans Home	SEA	SEA	6/30/2023

	Employer	Union	Unit Type	CBA Expire Date
1	Belknap	SEA	Corrections	12/31/2023
2	Belknap	Teamsters	Law Enforcement Police	12/31/2022
3	Belknap	SEA	Nursing Home	12/31/2023
4	Belknap	Teamsters	Other - Support Staff	12/31/2020
5	Belknap	SEA	Sheriff's	12/31/2022
6	Carroll	NCEU	Corrections	3/30/2023
7	Carroll	Teamsters	Law Enforcement/Police	3/31/2022
8	Carroll	AFSCME	Nursing Home	3/31/2022
9	Cheshire	AFSCME	Nursing Home	2022
10	Cheshire	Teamsters	Corrections	3/31/2022
11	Cheshire	Teamsters	Law Enforcement/Police	3/31/2022
12	Coos	SEA	Corrections	12/31/2021
13	Coos	AFSCME	Nursing Home	12/31/2022
14	Grafton	UE	Nursing Home	6/30/2024
15	Hillsborough	NCEU	Corrections	6/30/2023
16	Hillsborough	AFSCME	Corrections	6/30/2023
17	Hillsborough	AFSCME	Law Enforcement/Police	6/30/2024
18	Hillsborough	ICWU	Nursing Home, Supervisors	6/30/2022
19	Hillsborough	AFSCME	Nursing Home	6/30/2023
20	Hillsborough	NEPBA	Other - Attorney's Office	6/30/2023
21	Merrimack	SEA	Corrections	12/31/2021
22	Merrimack	NCEU	Corrections (supvr)	12/31/2022
23	Merrimack	ICWU	Nursing Home	6/30/2020
24	Merrimack	NEPBA	Sheriffs Dept	12/31/2022
25	Rockingham	NCEU	Corrections Officers	6/30/2021
26	Rockingham	Teamsters	Corrections Supervisors	6/30/2022
27	Rockingham	Teamsters	Sheriffs Dept Deputies	6/30/2022
28	Rockingham	Teamsters	Dispatchers	6/30/2022
29	Rockingham	SEA	Nursing Home	6/30/2022
30	Rockingham	NEPBA	Sheriff Dept Supervisors	6/30/2023
31	Rockingham	Teamsters	Other - Attorney's Office Legal Staff	6/30/2024
32	Rockingham	Teamsters	Other - Maintenance	2023
33	Strafford	SEA	Corrections	12/31/2021
34	Strafford	SEA	Nursing Home	12/31/2021
35	Strafford	NEPBA	Sheriff Dept	12/31/2021
36	Strafford	SEA	Sheriff Dept (Supvr)	12/31/2021
37	Sullivan	AFSCME	Other - Nursing Home	6/30/2023
38	Sullivan	AFSCME	Nursing Home - Charge Nurses	6/30/2024
39	Sullivan	NCEU	Corrections	6/30/2023

	Employer	Union	Unit Type	CBA Expire Date
1	Berlin	Teamsters	Administrative	6/30/2023
2	Berlin	AFSCME	Clerical	6/30/2019
3	Berlin	NEA	Education (Teachers)	6/30/2022
4	Berlin	NEA	Education (Support Staff)	6/30/2022
5	Berlin	AFSCME	Education (Custodians)	6/30/2022
6	Berlin	IAFF	Fire	6/30/2021
7	Berlin	AFSCME	Law Enforcement/Police	6/30/2021
8	Berlin	AFSCME	Other - P.W., Parks & Rec, etc.	6/30/2019
9	Berlin	AFSCME	Water Works	7/31/2022
10	Claremont (admin & principals)	Independent	Education	6/30/2022
11	Claremont (main & trans)	NEA	Education	6/30/2022
12	Claremont (para)	Independent	Education	6/30/2022
13	Claremont (secretaries)	Independent	Education	6/30/2022
14	Claremont (teachers)	NEA	Education	6/30/2023
15	Claremont	IAFF	Fire	12/31/2021
16	Claremont	NEPBA	Law Enforcement/Police	6/30/2023
17	Claremont	AFSCME	Other - City Employees	6/30/2022
18	Claremont	AFSCME	Public Works	6/30/2022
19	Concord (admin)	Independent	Education	6/30/2022
20	Concord (teachers)	NEA	Education	8/31/2021
21	Concord (CEOPA)	NEA	Education	6/30/2024
22	Concord (bus drivers)	UAW	Education	6/30/2022
23	Concord (custodians)	NEA	Education	6/30/2022
24	Concord (educ assist)	Independent	Education	8/31/2023
25	Concord (maint & trans)	Independent	Education	6/30/2024
26	Concord (tutors)	NEA	Education	8/31/2022
27	Concord (food svc)	UAW	Education	6/30/2024
28	Concord	IAFF	Fire	6/30/2023
29	Concord (officers)	Independent	Fire	6/30/2024
30	Concord (patrol)	Independent	Law Enforcement/Police	12/31/2022
31	Concord	Independent	Law Enforcement/Police	12/31/2022
32	Concord	AFSCME	Other - City Employees	12/31/2022
33	Concord	UAW	Other - Clerical & Technical	12/31/2022
34	Concord	AFSCME	Other - Public Works, Parks & Recreation	12/31/2022

35	Dover	NEA	Education (educ office personnel)	8/31/2023
36	Dover	NEA	Education (para)	8/31/2023
37	Dover	NEA	Education (teachers)	8/31/2022
38	Dover	IAFF	Fire (FF)	6/30/2024
39	Dover	Independent	Fire (officers)	6/30/2020
40	Dover	Independent	Law Enforcement/Police (admin)	6/30/2021
41	Dover	Independent	Law Enforcement/Police (patrol)	6/30/2024
42	Dover	AFSCME	Other - City Empl (p.w.)	6/30/2024
43	Dover	Independent	Other - Municipal Empl	6/30/2021
44	Dover	Independent	Other - Supervisory Municipal Empl	6/30/2020
45	Franklin	NEA	Education	6/30/2022
46	Franklin	AFSCME	Education (Custodians)	6/30/2023
47	Franklin	AFSCME	Education (Support Staff)	6/30/2023
48	Franklin	NEPBA	Law Enforcement/Police	6/30/2023
49	Franklin	SEA	Other - Municipal Empl	6/30/2021
50	Keene	Independent	Education	6/30/2025
51	Keene	AFT	City Employees	6/30/2022
52	Keene	NEA	Education	6/30/2023
53	Keene	Independent	Education (Clinical Service Providers)	6/30/2024
54	Keene	Independent	Keene Educ Office Personnel Group	6/30/2024
55	Keene	NEA	Education, Tutors	6/30/2023
56	Keene	AFSCME	Education (Custodians)	6/30/2024
57	Keene	Independent	Education (Clinical Service Providers)	6/30/2024
58	Keene	NEA	Education, Paraprofessionals	6/30/2025
59	Keene	Independent	Fire	6/30/2017
60	Keene	Independent	Fire	6/30/2017
61	Keene	AFT	Law Enforcement/Police Supvr	6/30/2022
62	Keene	AFT	Law Enforcement/Police	6/30/2025
63	Keene	AFSCME	Public Works	6/30/2022
64	Laconia	NEA	Education	6/30/2022
65	Laconia	NEA	Education	6/30/2024
66	Laconia	IAFF	Fire	6/30/2022
67	Laconia	NEPBA	Law Enforcement/Police	6/30/2022

68	Laconia	SEA	Other - City Empl	6/30/2022
69	Laconia	AFSCME	Public Works	6/30/2022
70	Lebanon	Teamsters	Administrative	12/31/2021
71	Lebanon	Independent	Education (Administrative)	6/30/2023
72	Lebanon	NEA	Education (Teachers)	6/30/2022
73	Lebanon	NEA	Education (Support Staff)	6/30/2023
74	Lebanon	Independent	Education (Secretaries)	6/30/2023
75	Lebanon	Independent	Fire	12/31/2021
76	Lebanon	NEPBA	Law Enforcement/Police	12/31/2021
77	Lebanon	AFSCME	Other - City Empl	12/31/2018
78	Lebanon	AFSCME	Public Works	12/31/2021
79	Manchester	NEA	Education (Teachers)	6/30/2022
80	Manchester	NEA	Education (Cert Instructors	6/30/2022
81	Manchester	Teamsters	Education (Principals)	6/30/2024
82	Manchester	AFSCME	Education (Para)	6/30/2024
83	Manchester	Teamsters	Education, (Directors & Cooridnators)	6/30/2021
84	Manchester	NEA	Education (Support Personnel)	6/30/2021
85	Manchester	IAFF	Fire	6/30/2021
86	Manchester	IAFF	Fire	6/30/2021
87	Manchester	Independent	Law Enforcement/Police	6/30/2022
88	Manchester	IBPO	Law Enforcement/Police	6/30/2022
89	Manchester	Teamsters	Law Enforcement/Police	6/30/2022
90	Manchester	Teamsters	Other - Airport	6/30/2022
91	Manchester	AFSCME	Other - Central Fleet Mgmt	6/30/2021
92	Manchester	AFSCME	Other - Health Dept	6/30/2021
93	Manchester	AFSCME	Other - Housing	9/30/2022
94	Manchester	Teamsters	Other - Public Library	6/30/2023
95	Manchester	AFSCME	Other - Public Works	6/30/2021
96	Manchester	Amalgated Transit Union	Other - Transit Authority	6/30/2017
97	Manchester	USWA	Other - Water Works	6/30/2021
98	Manchester	Teamsters	Other - Welfare	6/30/2021
99	Nashua	UAW	Administrative (prof unit)	6/30/2024
100	Nashua	UAW	Clerical (clerical & tech)	6/30/2024
101	Nashua	Independent	Education (admin & supvr)	6/30/2021

102	Nashua	AFSCME	Education (custodians)	6/30/2021
103	Nashua	Independent	Education (teachers unit A)	8/31/2021
104	Nashua	AFT	Education (aides & nurses unit B)	6/30/2020
105	Nashua	AFT	Education (support staff unit C)	6/30/2022
106	Nashua	Independent	Education (food svc unit D)	8/31/2021
107	Nashua	Independent	Education (principals)	6/30/2022
108	Nashua	IAFF	Fire	6/30/2023
109	Nashua	Independent	Law Enforcement/Police (patrol)	6/30/2022
110	Nashua	Teamsters	Law Enforcement/Police (civilians)	6/30/2022
111	Nashua	UAW	Law Enforcement/Police Prof emp)	6/30/2022
112	Nashua	NEPBA	Law Enforcement/Police (supvr)	6/30/2023
113	Nashua	NEPBA	Law Enforcement/Police/Communications	6/30/2022
114	Nashua	AFSCME	Other - Housing	9/30/2021
115	Nashua	AFT	Other - Library	6/30/2023
116	Nashua	AFSCME	Public Works	6/30/2023
117	Portsmouth	Independent	Administrative Mgt City)	6/30/2022
118	Portsmouth	Independent	Education Admin)	6/30/2022
119	Portsmouth	AFSCME	Education (food svc)	6/30/2021
120	Portsmouth	NEA	Education support staff)	6/30/2022
121	Portsmouth	AFSCME	Education (custodians)	6/30/2022
122	Portsmouth	NEA	Education (para)	6/30/2021
123	Portsmouth	Independent	Education (cust supvr)	6/30/2022
124	Portsmouth	Independent	Other - City (supvr)	6/30/2022
125	Portsmouth	NEA	Education (teachers)	6/30/2022
126	Portsmouth	Independent	Fire (officers)	6/30/2023
127	Portsmouth	IAFF	Fire (FF)	6/30/2023
128	Portsmouth	NEPBA	Law Enforcement/Police (civilian)	6/30/2023
129	Portsmouth	Independent	Law Enforcement/Police (Patrolmen)	6/30/2023
130	Portsmouth	NEPBA	Law Enforcement/Police (supvr)	6/30/2023
131	Portsmouth	AFSCME	Other - City Empl.	6/30/2022
132	Rochester	Independent	Administrative (municipal mgr)	6/30/2023

133	Rochester	AFT	Education (teachers)	8/26/2022
134	Rochester	Independent	Education (admin)	6/30/2023
135	Rochester	AFSCME	Education (bldg & grounds)	6/30/2023
136	Rochester	AFT	Education food svc)	6/30/2022
137	Rochester	AFT	Education (para)	6/30/2023
138	Rochester	Teamsters	Admin Assoc	6/30/2023
139	Rochester	IAFF	Fire	6/30/2023
140	Rochester	NEPBA	Law Enforcement/Police (communications)	6/30/2023
141	Rochester	NEPBA	Law Enforcement/Police (patrol)	6/30/2023
142	Rochester	SEA	Other - City Empl	6/30/2023
143	Rochester	Independent	Other - City (middle mgr)	6/30/2023
144	Rochester	Teamsters	Other - Library	6/30/2023
145	Rochester	AFSCME	Public Works	6/30/2023
146	Somersworth	Intl. Union of Public Employees, Inc.	Administrative	6/30/2023
147	Somersworth	NEA	Education	6/30/2021
148	Somersworth	NEA	Education	6/30/2023
149	Somersworth	NEA	Education	6/30/2023
150	Somersworth	IAFF	Fire	6/30/2023
151	Somersworth	NEPBA	Law Enforcement/Police	6/30/2023
152	Somersworth	AFSCME	Other - Highway	6/30/2023
153	Somersworth	Independent	Other -Water & Wastewater	6/30/2023

	Employer	Union	Unit Type	CBA Expire Date
1	Allenstown	NEA	Education (paraprofessionals)	6/30/2023
2	Allenstown	NEA	Education (teachers)	6/30/2023
3	Alton	NEA	Education	6/30/2023
4	Amherst	NEA	Education, Teachers	6/30/2022
5	Amherst	NEA	Education, Support Personnel	6/30/2023
6	Amherst	AFSCME	Law Enforcement/Police	6/30/2024
7	Andover	NEA	Education	6/30/2021
8	Andover	NEA	Education (Support Staff)	6/30/2023
9	Ashland	NEA	Education	6/30/2022
10	Ashland	SEA	Other - Town Empl	3/31/2023
11	Atkinson	Teamsters	Law Enforcement/Police	3/31/2025
12	Auburn	NEA	Education	6/30/2023
13	Auburn	NEPBA	Law Enforcement/Police	3/31/2022
14	Barnstead	AFT	Education, Support Personnel	6/30/2022
15	Barnstead	NEA	Education	8/31/2021
16	Barrington	NEA	Education, Teachers	6/30/2022
17	Barrington	NEA	Education, Paraprofessionals	6/30/2023
18	Barrington	NEPBA	Law Enforcement/Police	3/31/2024
19	Bartlett	NEA	Education	6/30/2024
20	Bath	NEA	Education	No Records
21	Bedford	NEA	Education, Secretaries	6/30/2023
22	Bedford	NEA	Education, Custodians	6/30/2023
23	Bedford	NEA	Education, Teachers	6/30/2022
24	Bedford	IAFF	Fire	12/31/2022
25	Bedford	Teamsters	Pub Works/Hghwy Dept., Teamsters	12/31/2022
26	Bedford	Independent	Law Enforcement/Police	12/31/2022
27	Belmont	AFSCME	Public Works	3/31/2023
28	Belmont	AFSCME	Law Enforcement/Police & Fire	3/31/2023
29	Bethlehem	NEA	Education, Teachers	3/31/2023
30	Bow	NEA	Education, Teachers	6/30/2022
31	Bow	NEA	Education, Support Personnel	6/30/2022
32	Brentwood	NEA	Education	8/31/2022
33	Brentwood	NEA	Education, Support Personnel	No CBA on File
34	Brookline	NEA	Education, Support Personnel	6/30/2022
35	Brookline	NEA	Education, Teachers	8/31/2023
36	Brookline	AFSCME	Law Enforcement/Police	3/31/2024
37	Campton	NNEC-AFT	Education, Support Personnel	6/30/2022
38	Campton	NEA	Education, Teachers	6/30/2023

39	Canaan	AFSCME	Law Enforcement/Police	3/31/2024
40	Candia	NEA	Education, Teachers	6/30/2023
41	Candia	NEA	Education, Paraprofessionals	6/30/2022
42	Chester	NEA	Education, Teachers	6/30/2022
43	Chester	NEA	Education, Support Personnel	6/30/2023
44	Chesterfield	NEA	Education, Paraprofessionals	6/30/2023
45	Chesterfield	NEA	Education, Teachers	6/30/2025
46	Chichester	NEA	Education	6/30/2022
47	Colebrook	NEA	Education	6/30/2023
48	Colebrook	NEA	Education	6/30/2024
49	Contoocook Valley	NEA	Education	6/30/2022
50	Conway	NEA	Education, Teachers	6/30/2023
51	Conway	AFSCME	Education, Custodians	6/30/2021
52	Conway	NEA	Education, Support Personnel	6/30/2022
53	Conway	AFSCME	Law Enforcement/Police	12/31/2022
54	Conway	AFSCME	Public Works	12/31/2022
55	Cornish	NEA	Education	6/30/2022
56	Deerfield	NEA	Education, Teachers	6/30/2023
57	Deerfield	NEA	Education, Paraprofessionals	6/30/2024
58	Derry	AFSCME	Administrative, Support Staff	6/30/2026
59	Derry	SEA	Administrative, PATE	6/30/2026
60	Derry	NEA	Education, Teachers	6/30/2022
61	Derry	AFSCME	Education, Support Personnel	6/30/2022
62	Derry	UFCW	Education, Food Service	6/30/2022
63	Derry	IAFF	Fire, Firefighters	6/30/2026
64	Derry	IAFF	Fire, Supervisors	6/30/2026
65	Derry (East)	n/a	Fire	No CBA on File
66	Derry	NEPBA	Law Enforcement/Police, Patrol	6/30/2024
67	Derry	SEA	Law Enforcement/Police, Supervisors	6/30/2024
68	Derry	Teamsters	Public Works	6/30/2026
69	Dunbarton	NEA	Education	6/30/2022
70	Durham	NEPBA	Law Enforcement/Police	12/31/2021
71	Durham	Independent	Administrative, Supervisors	12/31/2022
72	Durham	AFSCME	Public Works	12/31/2022
73	Durham	IAFF	Fire	12/31/2020
74	East Kingston	NEA	Education, Teachers	8/31/2020
75	Epping	NEA	Education, Teachers	6/30/2022
76	Epping	NEA	Education, Paraprofessionals	6/30/2024
77	Epping	NEPBA	Law Enforcement Police	3/31/2018
78	Epsom	NEA	Education, Support Personnel	6/30/2022
79	Epsom	NEA	Education, Teachers	6/30/2023

80	Exeter	n/a Independent	Education, Administrators	6/30/2022
81	Exeter	NEA	Education, District Teachers	6/30/2018
82	Exeter	NEA	Education, Cooperative School Bd, Paraprofessionals	6/30/2022
83	Exeter	NEA	Education, Cooperative School Bd, Teachers	8/31/2020
84	Exeter	NEA	Education, District Paraprofessionals	6/30/2019
85	Exeter	Independent	Fire	7/30/2022
86	Exeter	SEA	Town & Public Works Employees	12/31/2021
87	Exeter	NEPBA	Police	6/30/2021
88	Fall Mountain	NEA	Education, Teachers	6/30/2023
89	Fall Mountain	NEA	Education, Support Personnel	6/30/2022
90	Farmington	AFT	Education, Custodians	6/30/2023
91	Farmington	NEA	Education, Teachers	6/30/2023
92	Farmington	NEA	Education, Support Personnel	6/30/2024
93	Farmington	NEPBA	Law Enforcement/Police	3/31/2020
94	Farmington	Teamsters	Public Works	3/31/2023
95	Freedom	NEA	Education	6/30/2022
96	Fremont-Ellis School	AFT	Education	6/30/2024
97	Fremont	NEA	Education	6/30/2022
98	Fremont	Teamsters	Law Enforcement/Police	No CBA on File
99	Gilford	NEA	Education, T	6/30/2023
100	Gilford	Teamsters	Law Enforcement/Police	12/31/2022
101	Gilford	AFSCME	Public Works	3/31/2024
102	Gilmanton	NEA	Education, Teachers	6/30/2023
103	Gilmanton	Independent	Other - Town Employees	No CBAs on File
104	Goffstown	NEA	Education, Teachers	6/30/2022
105	Goffstown	NEA	Education, Custodians & Others	6/30/2023
106	Goffstown	Independent	Fire	6/30/2021
107	Goffstown	Teamsters	Other - Highway	12/31/2023
108	Goffstown	AFSCME	Law Enforcement/Police, Dispatchers	12/30/2023
109	Goffstown	NEPBA	Law Enforcement/Police, Patrol Officers	12/30/2023
110	Gorham	NEA	Education, Support Staff	6/30/2019
111	Gorham	NEA	Education, Teachers	6/30/2022
112	Gorham	AFSCME	Law Enforcement/Police	12/31/2023

113	Gorham	AFSCME	Public Works, AFSCME	No CBA on File
114	Governor Wentworth	NEA	Education, Administrators	6/30/2022
115	Governor Wentworth	Independent	Education, Teachers	6/30/2022
116	Governor Wentworth	NEA	Education, Support Staff	6/30/2023
117	Grantham	NEA	Education	6/30/2022
118	Greenland	NEA	Education	6/30/2021
119	Greenland	NEA	Education, Support Staff	6/30/2023
120	Groveton	NEA	Education, Support Staff	6/30/2024
121	Groveton	NEA	Education, Teachers	6/30/2023
122	Hampstead	NEA	Education, Teachers	6/30/2020
123	Hampstead	NEA	Education, Support Staff	6/30/2025
124	Hampstead	NEA	Education, Custodians & Others	6/30/2025
125	Hampstead	NEPBA	Law	3/31/2024
126	Hampton (SAU 90)	NEA	Education, Teachers	6/30/2020
127	Hampton (SAU 90)	NEA	Education, Support Staff	6/30/2022
128	Hampton	IAFF	Fire, Local 3017, Supervisors	3/31/2024
129	Hampton	IAFF	Fire, Local 2664, Firefighters	3/31/2024
130	Hampton	Independent	Law Enforcement/Police	3/31/2022
131	Hampton	Independent	Law Enforcement/Police	3/31/2022
132	Hampton	SEA	Public Works	3/31/2024
133	Hampton	Teamsters	Other - Town Employees	3/31/2024
134	Hanover	IAFF	Fire	6/30/2019
135	Hanover	NEPBA	Law Enforcement/Police	6/30/2021
136	Hanover	AFSCME	Other - Town Employees	6/30/2019
137	Hanover-Dresden	NEA	Education, Teachers	6/30/2022
138	Hanover-Dresden	AFSCME	Education, Custodians & Others	6/30/2021
139	Hanover-Dresden	NEA	Education, Support Staff	6/30/2022
140	Harrisville	NEA	Education	6/30/2024
141	Haverhill	NEA	Education	6/30/2023
142	Haverhill	NEA	Education, Support Staff	6/30/2024
143	Henniker	AFT	Education	6/30/2022
144	Henniker	NEA	Education	6/30/2022
145	Hillsboro-Deering	AFT	Education	6/30/2022
146	Hillsboro-Deering	AFT	Education	6/30/2023
147	Hillsborough	NEPBA	Law Enforcement/Police	3/31/2021
148	Hillsborough	AFT	Other - Town Employees	3/31/2024

149	Hinsdale	NEA	Education	6/30/2022
150	Hinsdale	NEA	Education, Support Staff	6/30/2024
151	Holderness	NEA	Education, Support Staff	6/30/2025
152	Holderness	NEA	Education, Teachers	6/30/2024
153	Hollis	NEA	Education, Teachers	6/30/2024
154	Hollis	NEA	Education, Support Staff	6/30/2024
155	Hollis	AFSCME	Law Enforcement/Police & Fire	3/31/2022
156	Hollis	AFSCME	Other - Town Employees	3/31/2022
157	Hooksett	NEA	Education, Support Staff	6/30/2024
158	Hooksett	NEA	Education, Teachers	6/30/2023
159	Hooksett	IAFF	Fire	6/30/2023
160	Hooksett	NEPBA	Law Enforcement/Police	6/30/2023
161	Hooksett	Teamsters	Town Empl (Public Works)	6/30/2024
162	Hooksett	Teamsters	Town Empl	6/30/2022
163	Hopkinton	Teamsters	Education, Custodians & Others	6/30/2025
164	Hopkinton	NEA	Education, Support Staff	6/30/2022
165	Hopkinton	NEA	Education, Teachers	6/30/2022
166	Hudson	AFSCME	Education, Principals	6/30/2022
167	Hudson	AFT	Education, Teachers	8/31/2023
168	Hudson	Teamsters	Education, Custodians & Others	6/30/2023
169	Hudson	AFT	Education, Cafeteria & Others	6/30/2022
170	Hudson	AFT	Education, Secretaries	6/30/2022
171	Hudson	IAFF	Fire	6/30/2024
172	Hudson	AFSCME	Other - Highway	6/30/2023
173	Hudson	AFSCME	Other - Town Employees	6/30/2022
174	Hudson	Independent	Law Enforcement/Police	6/30/2025
175	Hudson	Independent	Law Enforcement/Police & Fire, Supervisors	6/30/2023
176	Inter Lakes	NEA	Education, Teachers	6/30/2023
177	Inter Lakes	NEA	Education, Support Staff	6/30/2024
178	Jaffrey	AFSCME	Law Enforcement/Police	12/31/2023
179	Jaffrey	AFSCME	Public Works	12/31/2023
180	Jaffrey Rindge	NEA	Education, Teachers	6/30/2022
181	Jaffrey Rindge	NEA	Education, Support Staff	6/30/2024
182	John Stark	NEA	Education, Support Staff	6/30/2022
183	John Stark	NEA	Education, Teachers	6/30/2022
184	Kearsarge	NEA	Education, Paraprofessionals	6/30/2023
185	Kearsarge	NEA	Education, Teachers	6/30/2022
186	Kensington	NEA	Education	8/31/2018
187	Lafayette	NEA	Education	6/30/2024
188	Lempster	NEA	Education, Teachers	6/30/2022
189	Lempster	NEA	Education, Support Staff	6/30/2024

190	Lincoln	Teamsters	Law Enforcement/Police	3/31/2023
191	Lin-Wood	NEA	Education	6/30/2023
192	Lin-Wood	NEA	Education, Support Staff	6/30/2022
193	Lisbon	NEA	Education, Paraprofessionals	6/30/2024
194	Lisbon	NEA	Education, Teachers	7/17/2025
195	Litchfield	NEA	Education, Teachers	8/31/2022
196	Litchfield	NEA	Education, Support Staff	6/30/2022
197	Litchfield	AFSCME	Law Enforcement/Police	6/30/2024
198	Littleton	NEA	Education, Support Staff	6/30/2022
199	Littleton	NEA	Education, Teachers	6/30/2022
200	Littleton	SEA	Law Enforcement/Police	3/31/2023
201	Littleton	AFSCME	Other - Town Employees	3/31/2022
202	Littleton	IBEW	Other - Water & Light	12/31/2023
203	Londonderry	AFSCME	Administrative, Unit B, Various Personnel	6/30/2025
204	Londonderry	Independent	Administrative, Dept. Heads	6/30/2025
205	Londonderry	AFSCME	Administrative - Public Safety	6/30/2023
206	Londonderry	NEA	Education, Teachers	6/30/2022
207	Londonderry	AFSCME	Education, Custodians & Others	6/30/2023
208	Londonderry	AFSCME	Education, Clerical	6/30/2023
209	Londonderry	Independent	Education, Health	6/30/2022
210	Londonderry	Independent	Fire	6/30/2022
211	Londonderry	AFSCME	Law Enforcement/Police	6/30/2023
212	Londonderry	AFSCME	Other - Support Staff	6/30/2023
213	Lyme	NEA	Education	6/30/2024
214	Madison	NEA	Education	6/30/2022
215	Marlborough	NEA	Education	9/15/2024
216	Marlow	NEA	Education	6/30/2022
217	Mascenic	NEA	Education (Support Staff)	6/30/2022
218	Mascenic	NEA	Education (Teachers)	6/30/2022
219	Mascoma	NEA	Education (Teachers)	6/30/2023
220	Mascoma	NEA	Education (Support Staff)	6/30/2022
221	Meredith	SEA	Other - Town Empl	12/31/2023
222	Merrimack	NEA	Education (Teachers)	6/30/2022
223	Merrimack	NEA	Education (Support Staff)	6/30/2021
224	Merrimack	IAFF	Fire	6/30/2023
225	Merrimack	AFSCME	Fire & Law Enforcement/Police (Administrators)	6/30/2023
226	Merrimack	NEPBA	Law Enforcement/Police (Staff Police Dept.)	6/30/2025
227	Merrimack	NEPBA	Law Enforcement/Police (Patrolmen)	6/30/2025
228	Merrimack	AFSCME	Other - Public Works	6/30/2022

229	Merrimack	Teamsters	Other - Public Works (Supvr)	6/30/2022
230	Merrimack Valley	NEA	Education (Teachers)	8/31/2023
231	Merrimack Valley	Independent	Education (Administrators)	No CBA on File
232	Merrimack Valley	NEA	Education (Support Staff)	6/30/2022
233	Milford	Independent	Education (Administrators)	6/30/2022
234	Milford	NEA	Education (Support Staff)	6/30/2023
235	Milford	NEA	Education (Custodians & Groundskeeper)	6/30/2023
236	Milford	NEA	Education (Teachers)	6/30/2023
237	Milford	AFSCME	Law Enforcement/Police	3/31/2023
238	Milford	Teamsters	Other - Town Empl	3/31/2022
239	Milton	NEA	Education	6/30/2022
240	Milton	Teamsters	Other, Town Empl	6/30/2019
241	Monadnock	NEA	Education (Teachers)	6/30/2022
242	Monadnock	NEA	Education (Support Staff)	6/30/2023
243	Monadnock	NEA	Education (Specialists)	6/30/2024
244	Monadnock (SAU 38)	NEA	Education	6/30/2022
245	Monroe	NEA	Education (Teachers)	6/30/2024
246	Monroe	NEA	Education (Support Staff)	6/30/2023
247	Mont Vernon	NEA	Education	6/30/2022
248	Moultonborough	NEPBA	Law Enforcement/Police	6/30/2022
249	Moultonborough	NEA	Education	7/31/2022
250	Moultonborough	AFSCME	Public Works	3/31/2023
251	New Boston	NEA	Education (Teachers)	6/30/2022
252	New Boston	NEA	Education (Support Staff)	6/30/2024
253	New Castle	NEA	Education	6/30/2021
254	Newfields	Independent	Education (Paraprof)	8/31/2020
255	Newfields	Independent	Education (Teachers)	6/30/2020
256	Newfound	AFT	Education (Teachers)	6/30/2022
257	Newington	NEA	Education (Teachers)	6/30/2022
258	Newington	IAFF	Other - FF	3/31/2020
259	Newmarket	NEA	Education	6/30/2022
260	Newmarket	NEA	Education	6/30/2023
261	Newmarket	NEPBA	Law Enforcement/Police	6/30/2023
262	Newport	NEA	Education (Support Staff)	6/30/2021
263	Newport	NEA	Education (Teachers)	6/3/2022
264	Newport	AFSCME	Other - Public Works	6/30/2024
265	North Conway	SEA	Other - Water Precinct Empl	12/31/2022
266	North Hampton	IAFF	Fire	6/30/2024
267	North Hampton	NEPBA	Law Enforcement/Police	6/30/2022
268	North Stratford	NEA	Education	6/30/2021

269	Northwood	NEA	Education (Support Staff)	6/30/2022
270	Northwood	NEA	Education	6/30/2023
271	Nottingham	NEA	Education (Teachers)	6/30/2023
272	Nottingham	NEA	Education (Paraprof)	6/30/2022
273	Orford	NEA	Education	No CBA on File
274	Ossipee	AFSCME	Other - Town Empl	3/31/2024
275	Oyster River	Independent	Education (Administrators)	6/30/2022
276	Oyster River	NEA	Education (Support Staff)	6/30/2022
277	Oyster River	IUOE	Education (Bus Drivers)	6/30/2022
278	Oyster River	NHFT	Education (Paraprof)	6/30/2022
279	Oyster River	NEA	Education (Teachers)	6/30/2025
280	Pelham	NEA	Education (Support Staff)	6/30/2025
281	Pelham	NEA	Education (Teachers)	8/31/2024
282	Pelham	IAFF	Fire	3/31/2025
283	Pelham	AFSCME	Law Enforcement/Police	3/31/2023
284	Pelham	AFSCME	Public Works	3/31/2024
285	Pembroke	NEA	Education (Teachers)	6/30/2023
286	Pembroke	NEA	Education (Support Staff)	6/30/2024
287	Pembroke	IUOE	Other - Town Empl (Public Works)	3/31/2025
288	Peterborough	Teamsters	Other - Town Empl (Public Works)	6/30/2024
289	Pittsburg	NEA	Education	6/30/2023
290	Pittsfield	NEA	Education	8/19/2022
291	Pittsfield	Teamsters	Law Enforcement/Police	12/31/2023
292	Pittsfield	AFT	Other - Town Empl	3/31/2023
293	Plainfield	NEA	Education (Teachers)	6/30/2024
294	Plainfield	NEA	Education (Support Staff)	6/30/2024
295	Plaistow	Teamsters	Law Enforcement/Police	3/31/2022
296	Plaistow	Teamsters	Other - Town Empl	3/31/2024
297	Plymouth	NEA	Education, PemiBaker (Support Staff)	6/30/2025
298	Plymouth	NEA	Education , PemiBaker (Teachers)	6/1/2022
299	Plymouth	NEA	Education (Support Personnel)	6/30/2025
300	Plymouth	AFSCME	Education (Admin Staff)	6/30/2022
301	Plymouth	AFSCME	Other - Police & Fire	6/30/2019
302	Profile	NEA	Education	8/31/2024
303	Profile	NEA	Education (Support Staff)	6/30/2023
304	Prospect Mountain	NEA	Education	7/1/2022
305	Prospect Mountain	NEA	Education (Support Staff)	6/30/2023
306	Raymond	NEA	Education (Teachers)	6/30/2022

307	Raymond	AFT	Education (Support Staff)	6/30/2022
308	Raymond	Teamsters	Law Enforcement/Police	3/31/2023
309	Raymond	AFSCME	Other - Town Empl	3/31/2024
310	Rollinsford	NEA	Education	6/30/2021
311	Rollinsford		Law Enforcement/Police	No CBA on File
312	Rumney	NEA	Education	6/30/2022
313	Rye	NEA	Education (Support Staff)	6/30/2024
314	Rye	NEA	Education (Teachers)	6/30/2025
315	Rye	IAFF	Fire	3/31/2020
316	Rye	Teamsters	Law Enforcement/Police	3/31/2023
317	Rye	Teamsters	Other - Town Empl	3/31/2023
318	Salem	Independent	Town - Administrative	3/31/2022
319	Salem	NEA	Education (Teachers)	6/30/2021
320	Salem	NEA	Education (Support Staff)	6/30/2022
321	Salem	NEA	Education (Custodians)	6/30/2022
322	Salem	NEA	Education (Assistants)	6/30/2022
323	Salem	NEA	Education (Food Service)	6/30/2023
324	Salem	IAFF	Fire	3/31/2023
325	Salem	NEPBA	Law Enforcement/Police	3/31/2020
326	Salem	AFSCME	Public Works	3/31/2023
327	Salem	SEA	Other, Clerical, Technical & Administrative	3/31/2022
328	Sanborn	NEA	Education (Teachers)	6/30/2024
329	Sanborn	NEA	Education (Support Staff)	6/30/2022
330	Sanborn	Teamsters	Education (SAU #17)	6/30/2025
331	Sandown	Teamsters	Law Enforcement/Police	3/31/2024
332	SAU 21, (Hampton et. al.)	NEA	Education, (Support Personnel)	6/30/2022
333	SAU 21, (Hampton et. al.)	NEA	Education (Prof Employees)	6/30/2023
334	Seabrook	Teamsters	Law Enforcement/Police	3/31/2024
335	Seabrook	IAFF	FF	3/31/2018
336	Seabrook	AFSCME	Other - Supervisory Empl	6/30/2022
337	Seabrook	SEA	Other - Town Empl	3/31/2024
338	Shaker Regional	NEA	Education (Teachers)	8/31/2023
339	Shaker Regional	NEA	Education (Support Staff)	6/30/2022
340	Strafford	NEA	Education (Prof Staff)	6/30/2020
341	Stratford	NEA	Education	6/30/2024
342	Stratham	NEA	Education (Teachers)	8/31/2018
343	Stratham	NEA	Education (Paraprof)	6/30/2019
344	Sunapee	NEA	Education	8/31/2022
345	Tamworth	NEA	Education (Teachers)	6/30/2023

346	Tamworth	NEA	Education (Support Staff)	6/30/2022
347	Thornton	NEA	Education (Teachers)	6/30/2024
348	Thornton	NEA	Education (Support Staff)	6/30/2023
349	Tilton	NEPBA	Law Enforcement/Police	6/30/2024
350	Timberlane	AFT	Education (Teachers)	6/30/2022
351	Timberlane	AFT	Education (Support Staff)	6/30/2023
352	Timberlane	Teamsters	Education (Administrators)	No CBA on File
353	Timberlane	Teamsters	Education (Admin Assist)	No CBA on File
354	Timberlane	Teamsters	Education (Cafeteria Workers)	No CBA on File
355	Timberlane	Teamsters	Education (Custodians)	No CBA on File
356	Unity	NEA	Education	6/30/2024
357	Wakefield	NEA	Education (Teachers)	6/30/2022
358	Wakefield	NEA	Education (Paraprof)	6/30/2021
359	Waterville Valley	NEA	Education	6/30/2022
360	Weare	NEA	Education (Teachers)	6/30/2022
361	Weare	AFT	Education (Support Staff)	6/30/2022
362	Weare	NEPBA	Law Enforcement/Police	3/31/2023
363	Wentworth	NEA	Education	6/30/2022
364	Westmoreland	NEA	Education	6/30/2024
365	White Mountain	NEA	Education (Teachers)	6/30/2022
366	White Mountain	Teamsters	Education (Supervisors)	No CBA on File
367	White Mountain	NEA	Education (Support Staff)	6/30/2022
368	Wilton-Lyndeborough	NEA	Education (Support Staff)	6/30/2023
369	Wilton-Lyndeborough	NEA	Education (Teachers)	6/30/2024
370	Winchester	NEA	Education (Support Staff)	6/30/2023
371	Winchester	Independent	Education (Teachers)	6/30/2021
372	Windham	NEA	Education (Teachers)	6/30/2024
373	Windham	AFSCME	Education (Paraprof)	6/30/2020
374	Windham	IAFF	Fire	3/31/2023
375	Windham	NEPBA	Law Enforcement/Police	3/31/2023
376	Windham	AFSCME	Other - Town Empl	3/31/2023
377	Winnisquam	NEA	Education (Teachers)	2022
378	Winnisquam	AFSCME	Education (Paraprof)	6/30/2024
379	Winnisquam	AFSCME	Education (Custodians)	6/30/2023
380	Wolfeboro	NEPBA	Law Enforcement/Police	12/31/2022

381	Wolfeboro	AFSCME	Other - Town Empl	12/31/2021
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