



State of New Hampshire
Public Employee Labor Relations Board

Executive Director:

Douglas L. Ingersoll, Esq.

December 29, 2023

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

Board Members:

**Andrew B. Eilis, Esq.
James M. O'Mara, Jr.
Carol M. Granfield
Richard J. Laughton, Jr.
Brian E. Paquette
Peter G. Callaghan, Esq.
Glenn A. Brackett**


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, 2021 to June 30, 2023 (FY 22 & 23) 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



State of New Hampshire

Biennial Report:

New Hampshire Public Employee Labor Relations Board

Report Date.....December 29, 2023
Statutory Basis for Report RSA 273-A:16, III
Reporting Period.....July 1, 2022 to June 30, 2023

Correction: Reporting Period: July 1, 2021 to June 30,
2023. PELRB/DLI



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. Brian E. Paquette Glenn Brackett (alt.)
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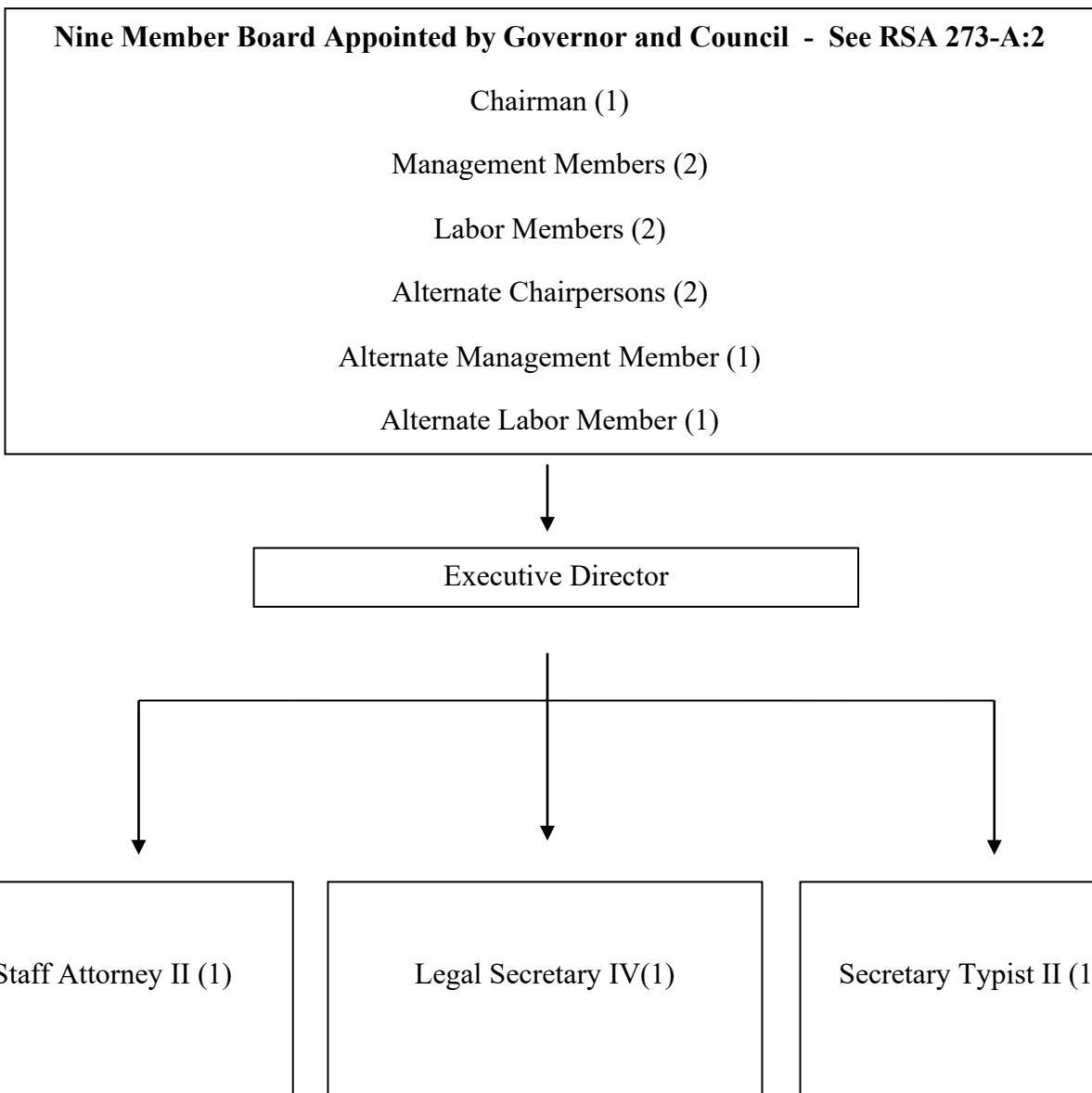
PELRB Executive Director: **Douglas L. Ingersoll, Esq.**



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, 2028]

Labor

Richard J. Laughton, Jr.
[Term Expires October 2, 2027]

Brian E. Paquette
[Term Expires October 29, 2025]

Glenn Brackett
[Term Expires December 6, 2021]

PELRB Classified Employees (4):

Executive Director (1)
Staff Attorney/Hearing Officer (1)
Legal Secretary IV (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."

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.

Summary, Receipts and Expenditures, Fiscal Years 2022 and 2023

Receipts		
Description	FY 2022	FY 2023
Unfair Labor Practice Fees and Misc.	1,080	1,140
Expenditures		
Description	FY 2022	FY 2023
Personal Services & Benefits	391,739	371,693
Rents-(2 1/2 Beacon St & Copier)	39,547	41,407
Current Expenses	2,565	1,901
Transfers to DoIT	6,056	4,544
Telecommunications	6,285	5,163
Transfers to Other State Agencies	855	2,754
Other Personal Services	1,443	1,000
In State Travel Reimbursement	129	379
Total:	448,619	428,841

Overview of Docket, FY22-23

Category	FY23	FY 22
Decisions/Orders	277	198
Cases Closed	101	73
Unfair Labor Practice Complaints	19	18
Certification Petitions	14	12
Elections Held	7	2
New Bargaining Units	5	1
Modification Petitions	64	32
Mediation Petitions	2	2
Arbitration Petitions	9	10
Fact Finding Petitions	0	1
Totals:	498	349

Docket Activity Detail
July 1, 2021 to June 30, 2022

	Petitioner	Respondent
1	AFSCME Council 93	Town of Barnstead
2	AFSCME Council 93	Town of Hampstead
3	AFSCME Council 93, Local 1348 Newport Public Works Employees	Town of Newport
4	AFSCME Council 93, Local 3657, AFL-CIO	Town of Hanover
5	AFSCME Council 93, Local 3657, Brookline Police Officers Association	Town of Brookline
6	Employees	City of Berlin
7	AFSCME Local 3158, Winnisquam Paraprofessional Assistants	Winnisquam Regional School District
8	Amherst Education Association/NEA-New Hampshire	Amherst School District, SAU #39
9	Barrington Paraprofessional Association, NEA-NH	Barrington School District
10	Bedford Teachers Association, NEA-NH	Bedford School District, SAU #25
11	Bedford Teachers Association, NEA-NH	Bedford School District, SAU #25
12	Berlin City Employees	
13	City of Keene	AFSCME Local 2973, Keene Public Works
14	City of Rochester	Rochester Middle Management Group
15	City of Rochester	Rochester Municipal Employees Association, Affiliated with State Employees Association of New Hampshire, SEIU Local 1984
16	City of Rochester, Public Library	Teamsters Local 633 of New Hampshire
17	Claremont Association of Maintenance & Transportation Employees, NEA-NH	Claremont School District, SAU 6
18	Dover Professional Employees Association	City of Dover
19	NHEA/NEA	Fremont School District, SAU #83
20	Hudson Police, Fire and Town Supervisors Association (HPFTSA)	Town of Hudson
21	In the Matter of Newport Police Association	
22	UFCW	Hillsborough County Nursing Home
23	Keene Education Association, NEA-NH	Keene School District
24	Keene School District	Keene Education Association, NEA-NH
25	Keene State College Directors and Supervisors Association, NEA-NH	Keene State College
26	Lebanon School District Administrative Assistants Association	Lebanon School District
27	Lincoln Woodstock Cooperative School District	Lin-Wood Support Staff Association, NEA/NH
28	Local No. 1088, International Association of Fire Fighters, AFL-CIO, CLC	City of Berlin

Docket Activity Detail
July 1, 2021 to June 30, 2022

29	Londonderry Administrative Employees Association, Affiliated with ARFSCME Council 93 (Public Safety Administrative Employees)	Town of Londonderry
30	Manchester Education Association/NEA-NH	Manchester School District
31	Melissa LaCroix	Derry Cooperative School District & United Food and Commercial Workers, Local 1445
32	Merrimack County Correctional Officers Union, Affiliated with Teamsters Local 633	Merrimack County Department of Corrections
33	Milford Education Support Staff Association, NEA-New Hampshire	Milford School District
34	Milford School District	Milford Administrative Group, Affiliated with Teamsters Local 633
35	Monroe Teachers Association/NEA-NH	Monroe School District
36	National Correctional Employees Union	Rockingham County Department of Corrections
37	NEA-NH (Souhegan School District Employees)	Souhegan School District
38	NEPBA, NH State Law Enforcement Supervisors' Union	State of New Hampshire (Department of Safety & Liquor Commission)
39	New England Police Benevolent Association	Town of Farmington
40	New Hampshire Troopers Association	NH Dept. of Safety - Division of State Police
41	Newmarket School District	Newmarket Support Staff/NH-NEA
42	Newmarket Support Staff/NH-NEA	Newmarket School District
43	Newport Police Association, Affiliated with New England Police Benevolent Association	Town of Newport
44	Oyster River Bus Drivers' Association, Affiliated with International Union of Operating Engineers, Local 877, AFL-CIO	Oyster River Cooperative School District
45	Bedford	Town of Bedford
46	IAFF	Town of Hanover, Fire Department
47	Prospect Mountain High School Teachers' Association, NEA-NH	Prospect Mountain School Board
48	Ralph Mecheau, SEA Chapter 54 Vice President	State of New Hampshire, Liquor Commission
49	Raymond Education Association, NEA-NH	Raymond School District
50	Raymond School District	Raymond Educational Support Staff, AFT Local 4823, AFT-NH, AFL-CIO
51	Rochester Association of Licensed Professionals	Rochester School District and Rochester Federation of Teachers, AFT #3607, AFT-NH, AFL-CIO
52	Rochester Municipal Employees Association, Affiliated with State Employees Association of New Hampshire, SEIU Local 1984	City of Rochester

Docket Activity Detail
July 1, 2021 to June 30, 2022

53	Rye Town Employees' Association, Teamsters Local 633 of New Hampshire	Town of Rye
54	Salem Public Administrators Association	Town of Salem
55	Salem School District, SAU #57	Salem Education Association, NEA-NH
56	SEA/SEIU Local 1984 (Adjunct Faculty)	Community College System of New Hampshire
57	Seabrook Supervisory Employees Association, Affiliated with International Union of Public Employees, Inc., UFPO, Local 1000	Town of Seabrook
58	Shaker Regional Education Support Professional Association, NEA-NH	Shaker Regional School District
59	1984	State of New Hampshire Veterans Home
60	State Employees' Association of NH, Inc., SEIU Local 1984	State of New Hampshire, Department of Military Affairs and Veterans Services
61	1984	State of New Hampshire
62	State Employees' Association of NH, SEIU Local 1984	State of New Hampshire, Liquor Commission
63	State Employees' Association of NH, SEIU Local 1984	Rockingham County (Nursing Home)
64	Strafford County Sheriff's Employee Association, NEPBA Local 295	Strafford County (Sheriff's Office)
65	Stratham Teachers Association, NEA-New Hampshire	Stratham School District
66	Teamsters Local 633 of New Hampshire	Town of Hooksett
67	Teamsters Local 633 of New Hampshire	Timberlane Regional School District
68	Teamsters Local 633 of New Hampshire	City of Rochester Public Library
69	The Professional Fire and Police Officers Association of Bedford	Town of Bedford
70	Town of Milford	Teamsters Local 633 of New Hampshire
71	United Food and Commercial Workers, Local 1445	Derry Cooperative School District
72	Wakefield Paraprofessionals' Union/NEA-NH	Wakefield School District

Docket Activity Detail
July 1, 2022 to June 30, 2023

Petitioner		Respondent
1	AFSCME Local 1801, Pelham Public Works & Municipal Employees	Town of Pelham
2	AFSCME	Town of Conway (Public Works)
3	AFSCME (AFSCME Council 93, Local 859, School Custodians et. al.)	Conway School District
4	AFSCME Council 93	Town of Barnstead
5	AFSCME Council 93	Town of Bow
6	AFSCME Council 93	City of Nashua
7	AFSCME Council 93	Town of Barrington
8	AFSCME Council 93	Carroll County Nursing Home
9	Staff	Town of Littleton
10	AFSCME Council 93, Local 298	Manchester School District
11	AFSCME Council 93, Local 298	City of Manchester (Public Works Department)
12	AFSCME Council 93, Local 298, Manchester Central Fleet Management	City of Manchester
13	AFSCME Council 93, Local 3657, AFL-CIO	Town of Hanover
14	AFSCME Council 93, Local 534, AFL-CIO	Town of Wolfeboro
15	AFSCME Council 93, Local 534, AFL-CIO	Town of Moutonborough
16	AFSCME Council 93, Londonderry Administrative Employees Association	Town of Londonderry
17	AFSCME Council 93, Maplewood Nursing Home Service Employees	Cheshire County, Maplewood Nursing Home
18	Staff	Town of Londonderry
19	AFSCME Local 3158, Franklin Support Staff	Franklin School District
20	AFSCME Local 3912, Manchester School Employees	Manchester School District
21	AFSCME, AFL-CIO, Local 365	City of Nashua, Public Works and Parks Recreation Commission
22	Custodians	Winnisquam Regional School District
23	NEA-NH	Alton School District, SAU 72
24	NEA	Keene School District
25	Association of Keene Tutors, NEA-NH	Keene School District
26	Barnstead Education Support Team, NEA-NH	Barnstead School District
27	Barnstead Educational Support Team, AFT-NH, Local #6322, AFL-CIO	Barnstead School District
28	Bedford Educational Personnel Assoc., NEA-NH	Bedford School District

Docket Activity Detail
July 1, 2022 to June 30, 2023

Petitioner		Respondent
29	Belknap County Corrections Association	Belknap County Commissioners and SEA/SEIU Local 1984, Belknap County Jail & House of Corrections
30	Belknap County Corrections Association, Affiliated with Teamsters Local 633 of New Hampshire	Belknap County Commissioners
31	Carroll County Sheriff's Department	Teamsters Local 633
32	City of Berlin	Teamsters Local 633 of New Hampshire
33	City of Concord	UAW Local 2322 (Clerical & Technical Employees)
34	City of Concord	International Association of Fire Fighters, Local #1045 (Non-Supervisory Unit)
35	City of Concord	AFSCME Local 1580, Concord City Employees
36	City of Lebanon	AFSCME Council 93, Local 3438, AFL-CIO
37	City of Nashua	International Union - UAW Local 2322 (Professional Unit)
38	City of Nashua	International Union - UAW Local 2322 (Clerical and Technical Unit)
39	City of Portsmouth	Portsmouth Prof. Management Assoc.
40	Claremont Association of Paraprofessionals, Affiliated with Teamsters Local 633 of New Hampshire	Claremont School District
41	Derry Education Association/NEA-NH	Derry School District
42	Dover Educational Office Personnel, NEA-NH	Dover School District
43	Dover Paraprofessional Association/NEA-NH	Dover School District
44	Dover Police Association	City of Dover
45	Dover Teachers' Union/NEA-NH, NEA	Dover School District
46	Dover Tutor, Interventionist, Paraeducator, and Aides Association/NEA-NH	Dover School District
47	Dresden-Hanover School District Custodial and Support Staff, Affiliated with AFSCME	Dresden-Hanover School District
48	Exeter Police Association, Affiliated with Teamsters Local 633 of New Hampshire	Town of Exeter
49	Hampshire	Farmington School Board
50	Hanover Education Association, NEA-NH	Dresden and Hanover School Boards (SAU #70)
51	Haverhill Cooperative Education Association, Affiliated with NHEA/NEA	Haverhill Cooperative School District

Docket Activity Detail
July 1, 2022 to June 30, 2023

Petitioner		Respondent
52	Hollis Education Association, NEA-NH	Hollis School District / Hollis-Brookline Cooperative School District
53	Hudson Public Works Assoc.	
54	Hudson Public Works Assoc., Affiliated with Teamsters Local 633 of NH	
55	Hudson Public Works Association	Town of Hudson Public Works Department and AFSCME Council 93, Local 1801
56	Hudson School District	AFSCME Council 93, Local 1906, AFL-CIO
57	Hudson School District	Hudson Federation of Teachers, AFT #2263, AFT-NH, AFL-CIO
58	IBEW 2320	Auburn School District, Auburn Village School, SAU 15
59	Association	
60	Paraprofessionals	
61	In the Matter of Exeter Police Association	
62	Association	
63	Inter-Lakes Education Association, Affiliated with NHEA/NEA	Inter-Lakes School District
64	International Union - UAW Local 2322 (Clerical and Technical Unit)	City of Nashua
65	Jaffrey Public Works Association	Town of Jaffrey
66	Jaffrey Public Works Association	Town of Jaffrey and AFSCME Council 93
67	Jaffrey Public Works Association, Affiliated with Teamsters Local 633	Town of Jaffrey
68	Keene Education Association, NEA-NH	Keene School District
69	Keene State College Directors and Supervisors Association, NEA-NH	Keene State College
70	Keene State College Staff Association, NEA-NH	Keene State College
71	NEA-NH & KSC Directors and Supervisors Assoc., NEA-NH	Keene State College
72	Lebanon Permanent Firefighters' Association	City of Lebanon
73	Londonderry Administrative Employees Association, Affiliated with AFSCME Council 93 (Public Safety Administrative Employees)	Town of Londonderry
74	(MAPS)	City of Manchester
75	Manchester Educational Support Personnel Association/NEA-NH	Manchester School District
76	Manchester Health Department, AFSCME Local 298	City of Manchester

Docket Activity Detail
July 1, 2022 to June 30, 2023

Petitioner		Respondent
77	Mascenic Education Association/NEA-NH	Mascenic Regional School District
78	NEA/NH	Mascoma Valley Regional School District
79	Merrimack County Health Association	Merrimack County Nursing Home and ICWU Local 1046C, Merrimack County Nursing Home
80	Merrimack County Healthcare Association	Merrimack County Nursing Home
81	Merrimack County Healthcare Association, Affiliated with Teamsters Local 633 of New Hampshire	Merrimack County Nursing Home
82	Merrimack Teachers Assoc. NEA-NH	Merrimack School District SAU #26
83	Milford Education Support Staff Association, NEA-New Hampshire	Milford School District
84	National Correctional Employees Union	Rockingham County Dept. of Corrections
85	NEA-New Hampshire	SAU 35 - Profile High School
86	NEA-NH	AFSCME Council 93 & Londonderry School District
87	New England Police Benevolent Association	Franklin Police Department
88	New Hampshire Troopers Association	NH Dept. of Safety - Division of State Police
89	North Conway Water Precinct	SEA/SEIU Local 1984, North Conway Water Precinct Employees
90	Northwood Teachers Association/NEA-NH	Northwood School District
91	Nottingham Education Association/NEA-NH	Nottingham School District
92	Oyster River Tutors Association/NEA-NH	Oyster River Cooperative School District
93	Portsmouth Police Ranking Officers Association, Affiliated with NEPBA, Inc.	City of Portsmouth
94	Bedford	Town of Bedford
95	Unit B	Town of Derry
96	Rochester Middle Management Group	City of Rochester
97	Affiliated with State Employees Association of NH, SEIU Local 1984	City of Rochester
98	Rochester Municipal Management Group	City of Rochester
99	Rochester School District	Rochester Federation of Teachers, Paraprofessional Chapter Local # 3607, NHFT, AFT, AFL-CIO
100	Salem Public Administrators Association	Town of Salem
101	SEA/SEIU Local 1984, Belknap County Jail & House of Corrections	Belknap County Commissioners

Docket Activity Detail
July 1, 2022 to June 30, 2023

Petitioner		Respondent
102	Seabrook Supervisory Employees' Association, Affiliated with International Union of Public Employees, Inc., UFPO, Local 1000	Town of Seabrook
103	State Employees Assoc. of NH SEIU Local 1984	New Hampshire Judicial Branch
104	1984	State of New Hampshire
105	1984	State of New Hampshire Veterans Home
106	1984	NH Judicial Branch
107	1984	Town of Hampton
108	1984	Town of Hampton
109	1984	City of Franklin
110	State Employees' Association, Local 1984, Ashland Town Employees	Town of Ashland
111	Strafford County Sheriff's Employees Association, NEPBA Local 295	Strafford County Sheriff's Office
112	Stratham Educational Support Professionals, NEA-NH	Stratham School District, SAU #16
113	Teamsters Local 633	Grafton County
114	Teamsters Local 633	Northwood Fire Department
115	Teamsters Local 633	Town of Milford
116	Teamsters Local 633	Town of Hooksett
117	Teamsters Local 633	Northwood Fire Department
118	Teamsters Local 633	Cheshire County Sheriff's Office
119	Teamsters Local 633	Town of Hooksett Police Department
120	Teamsters Local 633 of New Hampshire	Town of Hooksett
121	Teamsters Local 633 of New Hampshire	Town of Hampton
122	Teamsters Local 633 of New Hampshire	City of Berlin
123	Teamsters Local 633 of New Hampshire	Timberlane Regional School District
124	Teamsters Local 633 of New Hampshire	Rockingham County Maintenance Department
125	Teamsters Local 633 of New Hampshire	Rockingham County Department of Corrections
126	The New England Police Benevolent Association, Inc.	Town of Chester
127	The Professional Fire and Police Officers Association of Bedford	Town of Bedford
128	Timothy D. DeMaria	New Hampshire Judicial Branch/Administrative Office of the Courts
129	Town of Derry	Professional, Administrative and Technical Employees of Derry
130	Town of Jaffrey	Jaffrey Public Works Association, Affiliated with Teamsters Local 633

Docket Activity Detail
July 1, 2022 to June 30, 2023

Petitioner		Respondent
131	Town of Moultonborough	NEPBA, Moultonborough Police Association
132	United Steelworkers of America (Local 8938)	City of Manchester (Water Works)
133	Vincent Durante	Pittsburg Teachers Association, Affiliated NHEA/NEA and Pittsburg School District
134	Wakefield Paraprofessionals' Union /NEA-NH	Wakefield School District
135	Weare Education Association/NEA-NH	Weare School District SAU #24

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Summary of Collective Bargaining Agreements October 1, 2023

Employer	Current	Expired	Total	Percentage Current
State (Note: SEA Master CBA covers 25 bargaining units)	17	1	18	95%
University System	13	0	13	100%
Community College System	1	2	3	33%
County	38	0	38	100%
City	138	18	156	88%
Municipal	310	72	382	81%
Total:	517	93	610	85%

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State Collective Bargaining Agreements October 1, 2023 (Non-Expired)

	Employer	Union	Unit Type	CBA Expire Date
1	Adjutant General (Military Affairs)	SEA	Classified	6/30/2025
2	Admin Serv	SEA	Classified	6/30/2025
3	Agriculture	SEA	Classified	6/30/2025
4	Banking	SEA	Classified	6/30/2025
5	Business & Economic Affairs	SEA	Classified	6/30/2025
6	Corrections	SEA	Classified	6/30/2025
7	Corrections	Teamsters	Internal affairs investigators	6/30/2025
8	Corrections	Teamsters	Corrections officers	6/30/2025
9	Corrections	SEA	Corrections supervisors	6/30/2025
10	Education	SEA	Classified	6/30/2025
11	Empl Security	SEA	Classified	6/30/2025
12	Fish & Game	SEA	Classified	6/30/2025
13	HHS	SEA	Classified	6/30/2025
14	HHS / NH Hospital	SEA	Classified	6/30/2025
15	Human Rights	SEA	Classified	6/30/2025
16	I.T.	SEA	Classified	6/30/2025
17	Insurance	SEA	Classified	6/30/2025

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State Collective Bargaining Agreements October 1, 2023 (Non-Expired)

	Employer	Union	Unit Type	CBA Expire Date
18	Labor	SEA	Classified	6/30/2025
19	Liquor	SEA	Classified	6/30/2025
20	Lottery	SEA	Classified	6/30/2025
21	Natural & Cultural Resources	SEA	Classified	6/30/2025
22	Retirement System	SEA	Classified	6/30/2025
23	Revenue	SEA	Classified	6/30/2025
24	Supervisory Employees	SEA	Classified	6/30/2025
25	Transportation	SEA	Classified	6/30/2025
26	Treasury	SEA	Classified	6/30/2025
27	Veterans Home	SEA	Classified	6/30/2025
28	Corrections/Probation	NEPBA	Officers	6/30/2025
29	Corrections/Probation	NEPBA	Supervisors	6/30/2025
30	Education	SEA	Classified	6/30/2025
31	Environ Services	SEA	Classified	6/30/2025
32	Fish & Game	NEPBA	Conservation Officers	6/30/2025
33	Fish & Game	NEPBA	Conservation Supervisors	6/30/2025
34	Judicial Branch	Teamsters	Court security officers	7/1/2027

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State Collective Bargaining Agreements October 1, 2023 (Non-Expired)

	Employer	Union	Unit Type	CBA Expire Date
35	Liquor	NEPBA	Investigators, Sgts	6/30/2025
36	Office Prof Licensure	SEA	Classified	6/30/2025
37	Lottery	SEA	Classified	6/30/2025
38	Safety	NEPBA	Law Enforcement Officers	6/30/2025
39	Safety	NEPBA	Law Enforcement Supvr	6/30/2025
40	Safety	SEA	Classified	6/30/2025
41	State Police	NHTA	Command Staff	6/30/2025
42	State Police	NHTA	Troopers	6/30/2025

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State Collective Bargaining Agreements October 1, 2023 (Expired)

	Employer	Union	Unit Type	CBA Expire Date
1	Judicial Branch	SEA	Court assistants, clerks...	6/30/2023

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University System of New Hampshire Collective Bargaining Agreements

	Employer	Union	Unit Type	CBA Expire Date
1	KSC	NEA	FT Faculty, Library, Chairs...	6/30/2025
2	KSC	NEA	Adjunct Faculty	6/30/2024
3	KSC	NEA	Administrative Staff	6/30/2025
4	KSC	NEA	College Staff	6/30/2025
5	KSC	NEA	Directors & Supervisors	6/30/2025
6	KSC	Teamsters	Campus Safety	6/30/2026
7	PSU	SEA	Non-Tenure Track Faculty	6/30/2026
8	PSU	SEA	Adjunct Faculty	6/30/2025
9	PSU	AAUP	Tenure & Tenure Track Faculty	6/30/2025
10	UNH	Teamsters	Police	6/30/2027
11	UNH	NEA	Law Faculty	6/30/2026
12	UNH	AAUP	Lecturers	6/30/2025
13	UNH	AAUP	Academic Faculty	6/30/2025

**Community College System of New Hampshire
Collective Bargaining Agreements**

Employer	Union	Unit Type	CBA Expire Date
CCSNH	SEA	Adjunct Faculty	6/30/2025
CCSNH	NHHEA	Professors & Instructors	6/30/2021
CCSNH	SEA	Professional, Administrative, Technical & Operating Staff	9/30/2023

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County Collective Bargaining Agreements October 1, 2023 (Non-Expired)

	Employer	Union	Unit Type	CBA Expire Date
1	Belknap	Teamsters	Sheriff's	12/31/2023
2	Belknap	Teamsters	Other - Support Staff	12/31/2025
3	Belknap	SEA	Corrections	12/31/2023
4	Belknap	SEA	Nursing Home	12/31/2023
5	Carroll	NCEU	Corrections	3/31/2026
6	Carroll	Teamsters	Law Enforcement/Police	3/31/2025
7	Carroll	AFSCME	Nursing Home	4/1/2024
8	Cheshire	AFSCME	Nursing Home	3/31/2025
9	Cheshire	Teamsters	Corrections	3/31/2025
10	Cheshire	Teamsters	Law Enforcement/Police	3/31/2025
11	Coos	SEA	Corrections	12.31.24
12	Coos	AFSCME	Nursing Home	12/31/2025
13	Grafton	UE	Nursing Home	6/30/2024
14	Hillsborough	NCEU	Corrections	6/30/2026
15	Hillsborough	AFSCME	Corrections	6/30/2025
16	Hillsborough	AFSCME	Law Enforcement/Police	6/30/2024
17	Hillsborough	ICWU	Nursing Home, Supervisors	6/30/2025
18	Hillsborough	AFSCME	Nursing Home	6/30/2025
19	Hillsborough	NEPBA	Other - Attorney's Office	6/30/2026
20	Merrimack	NCEU	Corrections (supvr)	12/31/2024

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County Collective Bargaining Agreements October 1, 2023 (Non-Expired)

21	Merrimack	Teamsters	Corrections (Corrections Officers)	12/31/2024
22	Merrimack	Teamsters, Affil	Nursing Home	12.31.24
23	Merrimack	NEPBA	Sheriffs Dept	12/31/2024
24	Rockingham	NCEU	Corrections Officers	6/30/2024
25	Rockingham	Teamsters	Corrections Supervisors	6/30/2025
26	Rockingham	Teamsters	Sheriffs Dept Deputies	6/30/2025
27	Rockingham	Teamsters	Dispatchers	6/30/2025
28	Rockingham	SEA	Nursing Home	6/30/2025
29	Rockingham	NEPBA	Sheriff Dept Supervisors	6/30/2026
30	Rockingham	Teamsters	Other - Attorney's Office Legal Staff	6/30/2024
31	Rockingham	Teamsters	Other - Maintenance	6/30/2026
32	Strafford	SEA	Corrections	12/31/2023
33	Strafford	SEA	Nursing Home	12/31/2023
34	Strafford	NEPBA	Sheriff Dept	12/31/2023
35	Strafford	SEA	Sheriff Dept (Supvr)	12/31/2023
36	Sullivan	AFSCME	Other - Nursing Home	6/30/2023
37	Sullivan	AFSCME	Nursing Home - Charge Nurses	6/30/2024
38	Sullivan	NCEU	Corrections	6/30/2023

**City Collective Bargaining Agreements
October 1, 2023 (Non-Expired)**

	Employer	Union	Unit Type	CBA Expire Date
1	Berlin	IAFF	Fire	6/30/2024
2	Berlin	AFSCME	Law Enforcement/Police	6/30/2025
3	Berlin	AFSCME	Clerical	6/30/2025
4	Berlin	NEA	Education (Teachers)	6/30/2024
5	Berlin	NEA	Education (Support Staff)	6/30/2024
6	Berlin	AFSCME	Education (Custodians)	6/30/2024
7	Berlin	AFSCME	Other - P.W., Parks & Rec, etc.	6/30/2025
8	Berlin	AFSCME	Water Works	7/31/2025
9	Claremont	IAFF	Fire	6/30/2026
10	Claremont	NEPBA	Law Enforcement/Police	6/30/2025
11	Claremont	AFSCME	Other - City Employees	6/30/2025
12	Claremont	AFSCME	Public Works	6/30/2025
13	Claremont	NEA	Education - teachers	6/30/2025
14	Claremont	Independent	Education - admin & principals	6/30/2025
15	Claremont	Teamsters	City Employees - admin	6/30/2026
16	Claremont	NEA	Education - maint & trans	6/30/2024
17	Claremont	Independent	Education - paras	6/30/2025
18	Claremont	Independent	Education - secretaries	6/30/2024
19	Concord	UAW	Other - Clerical & Technical	12/31/2024
20	Concord	AFSCME	Other - Public Works, Parks & Recreation	12/31/2024
21	Concord	Independent	Law Enforcement/Police	12/31/2024
22	Concord	AFSCME	Other - City Employees	12.31.2024
23	Concord	IAFF	Fire	6/30/2025
24	Concord	Independent	Education - admin	6/30/2025
25	Concord	UAW	Education - bud drivers	6.30.25
26	Concord	NEA	Education - CEOPA	6/30/2024
27	Concord	NEA	Education - custodians	6.30.25
28	Concord	Independent	Education - educ assist	8/31/2025
29	Concord	UAW	Education - food service	6/30/2024
30	Concord	Independent	Education - maint & trans	6/30/2024
31	Concord	Independent	Fire - officers	6/30/2024
32	Concord	Independent	Law Enforcement - patrol officers	12/31/2024
33	Concord	NEA	Education - teachers	8/31/2026
34	Dover	Independent	Other - Supervisory Municipal Empl	6/30/2024
35	Dover	IAFF	Fire (FF)	6/30/2024
36	Dover	Independent	Fire (officers)	6/30/2024

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City Collective Bargaining Agreements October 1, 2023 (Non-Expired)

	Employer	Union	Unit Type	CBA Expire Date
37	Dover	Independent	Law Enforcement/Police (admin)	6/30/2024
38	Dover	Independent	Law Enforcement/Police (patrol)	6/30/2024
39	Dover	AFSCME	Other - City Empl (p.w.)	6/30/2024
40	Dover	Independent	Other - Municipal Empl	6/30/2024
41	Dover	NEA	Education (teachers)	8.31.2026
42	Dover	NEA	Education (office personnel)	6.30.2026
43	Dover	NEA	Education (paraeducators)	8/31/2026
44	Franklin	NEA	Education (Teachers)	6/30/2024
45	Franklin	AFSCME	Education (Custodians)	6/30/2025
46	Franklin	AFSCME	Education (Support Staff)	6/30/2025
47	Franklin	SEA	Other - Municipal Empl	6/30/2024
48	Keene	Independent	Fire	6/30/2026
49	Keene	IAFF	Fire	6/30/2026
50	Keene	AFT	Law Enforcement/Police Supvr	6/30/2026
51	Keene	AFSCME	Public Works	6/30/2025
52	Keene	Independent	Education	6/30/2025
53	Keene	AFT	City Employees	6/30/2025
54	Keene	NEA	Education	6/30/2027
55	Keene	Independent	Education- clinical service providers	6/30/2024
56	Keene	Independent	Keene Educ Office Personnel Group	6/30/2024
57	Keene	NEA	Education, Tutors	6/30/2026
58	Keene	AFSCME	Education (Custodians)	6/30/2024
59	Keene	Independent	Education-clinical aervice providers	6/30/2024
60	Keene	NEA	Education, Paraprofessionals	6/30/2025
61	Keene	AFT	Law Enforcement/Police	6/30/2025
62	Laconia	NEA	Education	6/30/2025
63	Laconia	IAFF	Fire	6/30/2025
64	Laconia	NEPBA	Law Enforcement/Police	6/30/2025
65	Laconia	NEA	Education	6/30/2024
66	Laconia	NEA	Education	6/30/2025
				6/30/2025
67	Laconia	SEA	Other - City Empl	6/30/2022
68	Laconia	AFSCME	Public Works	6/30/2025
69	Lebanon	NEA	Education (Teachers)	6/30/2025
70	Lebanon	NEA	Education (Support Staff)	6/30/2026
71	Lebanon	Independent	Fire	12/31/2024

**City Collective Bargaining Agreements
October 1, 2023 (Non-Expired)**

	Employer	Union	Unit Type	CBA Expire Date
72	Lebanon	AFSCME	Other - City Empl-Water, Sewer, Landfill	12/31/2024
73	Lebanon	AFSCME	Public Works	12/31/2024
74	Lebanon	Teamsters	Administrative	12.31.2024
75	Lebanon	NEPBA	Law Enforcement/Police	12/31/2024
76	Manchester	NEA	Education - teachers	6/30/2024
77	Manchester	MPPA	Law Enforcement/Police, Animal Control, Parking Control Officers	6/30/2026
78	Manchester	Teamsters	Other - Airport	6/30/2025
79	Manchester	Teamsters	Education - principals	6/30/2024
80	Manchester	AFSCME	Education (Nurses)	6/30/2025
81	Manchester	AFSCME	Education - para	6/30/2024
82	Manchester	Teamsters	Education- directors & coordinators	6/30/2024
83	Manchester	NEA	Education- support personnel	6/30/2024
84	Manchester	IAFF	Fire-Supervisors	6/30/2025
85	Manchester	IAFF	Fire	6/30/2025
86	Manchester	Independent	Law Enforcement/Police Supervisors	6/30/2026
87	Manchester	Teamsters	Law Enforcement/Police Support Staff	6/30/2025
88	Manchester	AFSCME	Other - Central Fleet Mgmt	6.30.25
89	Manchester	AFSCME	Other - Health Dept	6/30/2025
90	Manchester	AFSCME	Highway-Parks/Rec-Env.Prot.Div.	6.30.25
91	Manchester	AFSCME	Other - Housing	9/30/2025
92	Manchester	Teamsters	Other - Public Library	6/30/2025
93	Manchester	AFSCME	Other - Facilities Div, Public Works	6.30.25
94	Manchester	USWA	Other - Water Works	6/30/2026
95	Manchester	Teamsters	Other - Welfare	6/30/2025
96	Nashua	AFSCME	Education (custodians)	6/30/2025
97	Nashua	AFT	Education (aides & nurses unit B)	6/30/2025
98	Nashua	AFT	Education (support staff unit C)	6/30/2026
99	Nashua	UAW	Administrative (prof unit)	6/30/2024
100	Nashua	UAW	Clerical (clerical & tech)	6/30/2024
101	Nashua	Independent	Education (admin & supvr)	6/30/2024
102	Nashua	Independent	Education (teachers unit A)	8/31/2025
103	Nashua	Independent	Education (food svc unit D)	8/31/2024
104	Nashua	Independent	Education (principals)	6/30/2025
105	Nashua	Independent	Law Enforcement/Police (patrol)	6/30/2026
106	Nashua	Teamsters	Law Enforcement/Police (civilians)	6/30/2026

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City Collective Bargaining Agreements October 1, 2023 (Non-Expired)

	Employer	Union	Unit Type	CBA Expire Date
107	Nashua	UAW	Law Enforcement/Police Prof emp)	6/30/2026
108	Nashua	NEPBA	Law Enforcement/Police (supvr)	6/30/2027
109	Nashua	NEPBA	Law Enforce/Police/Communications	6.30.2027
110	Nashua	IAFF	Fire	6/30/2027
111	Portsmouth	Independent	Administrative Mgt City	6/30/2025
112	Portsmouth	AFSCME	Education (food svc)	6/30/2025
113	Portsmouth	Independent	Education Admin)	6/30/2025
114	Portsmouth	NEA	Education support staff)	6/30/2024
115	Portsmouth	Independent	Other - City (supvr)	6/30/2025
116	Portsmouth	NEA	Education (teachers)	6.30.2024
117	Portsmouth	AFSCME	Other - City Empl.	6/30/2025
118	Portsmouth	Independent	Education (cust supvr)	6/30/2026
119	Portsmouth	NEA	Education (para)	6/30/2026
120	Rochester	AFT	Education food svc)	6/30/2025
121	Rochester	Independent	Administrative (municipal mgr)	6.30.2026
122	Rochester	AFT	Education (teachers)	8.24.2025
123	Rochester	AFT	Education (para)	6.30.26
124	Rochester	Teamsters	Education (School Admin Unit)	6.30.26
125	Rochester	IAFF	Fire	6/30/2027
126	Rochester	NEPBA	Law Enforcement/Police-Communic.	6.30.2026
127	Rochester	NEPBA	Law Enforcement/Police (patrol)	6/30/2027
128	Rochester	SEA	Other - City Empl	6/30/2027
129	Rochester	Independent	Other - City (middle mgr)	6/30/2026
130	Rochester	Teamsters	Other - Library	6.30.2026
131	Rochester	AFSCME	Public Works	6/30/2026
132	Somersworth	IUPA	Administrative	6/30/2026
133	Somersworth	NEA	Education-maintenance/custodians	6/30/2025
134	Somersworth	NEA	Education	6/30/2026
135	Somersworth	NEA	Education (Clerical & Aides)	6/30/2024
136	Somersworth	IAFF	Fire	6/30/2026
137	Somersworth	AFSCME	Other - Highway	3/9/2026
138	Somersworth	Independent	Other -Water & Wastewater	6/30/2026

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City Collective Bargaining Agreements October 1, 2023 (Expired)

	Employer	Union	Unit Type	CBA Expire Date
1	Berlin	Teamsters	Administrative	6/30/2023
2	Concord (tutors)	NEA	Education	8/31/2023 8/31/2022
3	Franklin	NEPBA	Law Enforcement/Police	6/30/2023
4	Lebanon	Independent	Education (Administrative)	6/30/2023
5	Lebanon	Independent	Education (Secretaries)	6/30/2023
6	Manchester	NEA	Education (Cert Instructors)	6/30/2023 6/30/2022
7	Manchester	Amalgated Transit Union	Other - Transit Authority	6/30/2023
8	Nashua	AFSCME	Other - Housing	9/30/2021
9	Nashua	AFT	Other - Library	6/30/2023
10	Nashua	AFSCME	Public Works	6/30/2023
11	Portsmouth	AFSCME	Education (custodians)	6/30/2021
12	Portsmouth	Independent	Fire (officers)	6/30/2023
13	Portsmouth	IAFF	Fire (FF)	6/30/2023
14	Portsmouth	NEPBA	Law Enforcement/Police (civilian)	6/30/2023
15	Portsmouth	NEPBA	Law Enforcement/Police (Patrolmen)	6/30/2023
16	Portsmouth	NEPBA	Law Enforcement/Police (supvr)	6/30/2023
17	Rochester	AFSCME	Education (bldg & grounds)	6/30/2023
18	Somersworth	NEPBA	Law Enforcement/Police	6/30/2023 6/30/2023

**Municipal Collective Bargaining Agreements
October 1, 2023 (Non-Expired)**

	Employer	Union	Bargaining Unit Type	CBA Expire Date
1	Allenstown	NEA	Education (paraprofessionals)	6/30/2026
2	Allenstown	NEA	Education (teachers)	6/30/2026
3	Alton	NEA	Education	6/30/2027
4	Alton	NEA	Education (Support Prof)	6/30/2024
5	Amherst	AFSCME	Law Enforcement/Police	6/30/2024
6	Andover	NEA	Education	6/30/2024
7	Ashland	NEA	Education	6/30/2025
8	Ashland	SEA	Other - Town Empl	3/31/2026
9	Atkinson	Teamsters	Law Enforcement/Police	3/31/2025
10	Auburn	NEA	Education	6/30/2026
11	Auburn	NEPBA	Law Enforcement/Police	3/31/2027
12	Barnstead	NEA	Education	8/31/2025
13	Barrington	NEA	Education, Teachers	6/30/2025
14	Barrington	NEA	Education, Paraprofessionals	6/30/2025
15	Barrington	NEPBA	Law Enforcement/Police	3/31/2026
16	Bartlett	NEA	Education	6/30/2024
17	Bedford	IAFF	Fire	12/31/2025
18	Bedford	Teamsters	Pub Works/Hghwy Dept., Teamsters	12/31/2026
19	Bedford	Independent	Law Enforcement/Police	12/31/2025
20	Bedford	NEA	Education, Secretaries	6/30/2026
21	Bedford	NEA	Education, Custodians	6/30/2026
22	Bedford	NEA	Education, Teachers	6/30/2025
23	Belmont	AFSCME	Public Works	3/31/2026
24	Belmont	AFSCME	Law Enforcement/Police & Fire	3/31/2026
25	Bow	NEA	Education, Teachers	6/30/2025
26	Bow	NEA	Education, Support Personnel	6/30/2025
27	Brentwood	NEA	Education	8/31/2026
28	Brookline	NEA	Education, Teachers	6/30/2026
29	Brookline	AFSCME	Law Enforcement/Police	3/31/2024
30	Campton	NNEC-AFT	Education, Support Personnel	6/30/2026
31	Campton	NEA	Education, Teachers	6/30/2027
32	Canaan	AFSCME	Law Enforcement/Police	3/31/2024
33	Candia	NEA	Education, Teachers	6/30/2026
34	Candia	NEA	Education, Paraprofessionals	6/30/2025
35	Chester	NEA	Education, Teachers	6/30/2025
36	Chester	NEA	Education, Support Personnel	6/30/2026
37	Chesterfield	NEA	Education, Paraprofessionals	6/30/2027
38	Chesterfield	NEA	Education, Teachers	6/30/2025

**Municipal Collective Bargaining Agreements
October 1, 2023 (Non-Expired)**

	Employer	Union	Bargaining Unit Type	CBA Expire Date
39	Chichester	NEA	Education	6/30/2025
40	Colebrook	NEA	Education	6/30/2024
41	Contoocook Valley	NEA	Education	6/30/2025
42	Conway	AFSCME	Education, Custodians	6/30/2024
43	Conway	AFSCME	Public Works	12/31/2023
44	Conway	NEA	Education, Teachers	6/30/2026
45	Conway	NEA	Education, Support Personnel	6/30/2025
46	Conway	AFSCME	Law Enforcement/Police	12/31/2023
47	Cornish	NEA	Education	6/30/2025
48	Deerfield	NEA	Education, Teachers	6/30/2027
49	Deerfield	NEA	Education, Paraprofessionals	6/30/2024
50	Derry	SEA	Administrative, PATE	6/30/2026
51	Derry	NEA	Education, Teachers	6/30/2025
52	Derry	AFSCME	Education, Assistants	6/30/2027
53	Derry	IAFF	Fire, Firefighters	6/30/2026
54	Derry	IAFF	Fire, Supervisors	6/30/2026
55	Derry	NEPBA	Law Enforcement/Police, Patrol	6/30/2024
56	Derry	SEA	Law Enforcement/Police, Supervisors	6/30/2024
57	Derry	Teamsters	Public Works	6/30/2026
58	Dunbarton	NEA	Education	6/30/2025
59	Durham	Independent	Administrative, Supervisors	12/31/2025
60	Durham	IAFF	Fire	12/31/2025
61	Durham	AFSCME	Public Works	12/31/2025
62	Epping	NEA	Education, Paraprofessionals	6/30/2024
63	Epsom	NEA	Education, Support Personnel	6/30/2025
64	Exeter	n/a Independent	Education, Administrators	6/30/2027
65	Exeter	NEA	Education, Cooperative School Bd, Paraprofessionals	6/30/2026
66	Exeter	NEA	Education, District Paraprofessionals	6/30/2025
67	Exeter	SEA	Town & Public Works Employees	12/31/2024
68	Exeter	Teamsters	Police	7/1/2026
69	Exeter	Independent	Fire	6/30/2025
70	Fall Mountain	NEA	Education, Teachers	6/30/2026
71	Fall Mountain	NEA	Education, Support Personnel	6/30/2025
72	Farmington	AFT	Education, Custodians	6/30/2025
73	Farmington	NEA	Education, Teachers	6/30/2026

Municipal Collective Bargaining Agreements October 1, 2023 (Non-Expired)

	Employer	Union	Bargaining Unit Type	CBA Expire Date
74	Farmington	NEA	Education, Support Personnel	6/30/2024
75	Farmington	Teamsters	Public Works	3/31/2025
76	Freedom	NEA	Education	6/30/2024
77	Fremont-Ellis School	AFT	Education	6/30/2024
78	Gilford	NEA	Education, T	6/30/2026
79	Gilford	Teamsters	Law Enforcement/Police	12/31/2024
80	Gilford	AFSCME	Public Works	12/31/2025
81	Gilmanton	NEA	Education, Teachers	6/30/2026
82	Goffstown	NEA	Education, Custodians & Others	6/30/2027
83	Goffstown	NEA	Education, Teachers	6/30/2026
84	Goffstown	Independent	Fire	12/31/2024
85	Goffstown	AFSCME	Law Enforcement/Police, Dispatchers	12/30/2023
86	Goffstown	NEPBA	Law Enforcement/Police, Patrol Officers	12/30/2023
87	Goffstown	Teamsters	Other - Highway	12/31/2023
88	Gorham	NEA	Education, Support Staff	6/30/2024
89	Gorham	NEA	Education, Teachers	6/30/2025
90	Gorham	AFSCME	Law Enforcement/Police	12/31/2023
91	Governor Wentworth	NEA	Education, Support Staff	6/30/2025
92	Governor Wentworth	Independent	Education, Teachers	6/30/2026
93	Grantham	NEA	Education	6/30/2025
94	Groveton	NEA	Education, Support Staff	6/30/2024
95	Hampstead	NEA	Education, Custodians & Others	6/30/2025
96	Hampstead	NEA	Education, Support Staff	6/30/2026
97	Hampstead	NEA	Education, Teachers	6/30/2025
98	Hampstead	NEPBA	Law	3/31/2024
99	Hampton	IAFF	Fire, Local 2664, Firefighters	3/31/2024
100	Hampton	Independent	Law Enforcement/Police (Sergeants)	3/31/2025
101	Hampton	SEA	Public Works	3/31/2024
102	Hampton	IAFF	Fire, Local 3017, Supervisors	3/31/2024
103	Hampton	Independent	Law Enforcement/Police	3/31/2025
104	Hanover	AFSCME	Other - Town Employees	6/30/2024
105	Hanover - Dresden	AFSCME	Education, Custodians & Others	6/30/2025

**Municipal Collective Bargaining Agreements
October 1, 2023 (Non-Expired)**

	Employer	Union	Bargaining Unit Type	CBA Expire Date
106	Hanover-Dresden	NEA	Education, Support Staff	6/30/2025
107	Hanover-Dresden	NEA	Education, Teachers	6/30/2024
108	Harrisville	NEA	Education	6/30/2024
109	Haverhill	NEA	Education, Support Staff	6/30/2024
110	Henniker	AFT	Education (Support Staff)	6/30/2024
111	Henniker	NEA	Education (Teachers)	6/30/2024
112	Hillsboro-Deering	AFT	Education (Support Staff)	6/30/2026
113	Hillsboro-Deering	AFT	Education (Teachers)	6/30/2025
114	Hillsborough	NEPBA	Law Enforcement/Police	3/31/2024
115	Hillsborough	AFT	Other - Town Employees	3/31/2024
116	Hinsdale	NEA	Education, Support Staff	6/30/2024
117	Holderness	NEA	Education, Support Staff	6/30/2025
118	Holderness	NEA	Education, Teachers	6/30/2024
119	Hollis	AFSCME	Law Enforcement/Police & Fire	3/31/2026
120	Hollis	AFSCME	Other - Town Employees	5/30/2026
121	Hollis-Brookline	NEA	Education (Support Staff)	6/30/2024
122	Hollis-Brookline	NEA	Education (Teachers)	6/30/2024
123	Hooksett	NEA	Education, Support Staff	6/30/2024
124	Hooksett	NEA	Education, Teachers	6/30/2026
125	Hooksett	IAFF	Fire	6/30/2024
126	Hooksett	Teamsters	Law Enforcement / Police (Supervisors)	6/30/2024
127	Hooksett	NEPBA	Law Enforcement/Police	6/30/2026
128	Hooksett	Teamsters	Town Empl	6/30/2025
129	Hooksett	Teamsters	Town Empl (Public Works)	6/30/2024
130	Hopkinton	Teamsters	Education, Custodians & Others	6/30/2025
131	Hopkinton	NEA	Education, Support Staff	6/30/2024
132	Hopkinton	NEA	Education, Teachers	6/30/2025
133	Hudson	AFT	Education, Cafeteria & Others	6/30/2024
134	Hudson	Teamsters	Education, Custodians & Others	6/30/2026
135	Hudson	AFSCME	Education, Principals	6/30/2024
136	Hudson	AFT	Education, Secretaries	6/30/2025
137	Hudson	AFT	Education, Teachers	6/30/2025
138	Hudson	IAFF	Fire	6/30/2024

**Municipal Collective Bargaining Agreements
October 1, 2023 (Non-Expired)**

	Employer	Union	Bargaining Unit Type	CBA Expire Date
139	Hudson	Independent	Law Enforcement/Police	6/30/2025
140	Hudson	Independent	Law Enforcement/Police & Fire, Supervisors	6/30/2028
141	Hudson	Independent	Public Works	6/30/2024
142	Hudson	AFSCME	Other - Town Employees	6/30/2025
143	Inter Lakes	NEA	Education, Support Staff	6/30/2024
144	Inter Lakes	NEA	Education, Teachers	6/30/2026
145	Jaffrey	AFSCME	Law Enforcement/Police	12/31/2023
146	Jaffrey	JPWA Affiliated Teamsters	Public Works	12/31/2023
147	Jaffrey Rindge	NEA	Education, Support Staff	6/30/2026
148	Jaffrey Rindge	NEA	Education, Teachers	6/30/2024
149	John Stark	NEA	Education, Support Staff	6/30/2024
150	John Stark	NEA	Education, Teachers	6/30/2025
151	Kearsarge	NEA	Education, Paraprofessionals	6/30/2026
152	Kearsarge	NEA	Education, Teachers	6/30/2025
153	Kensington	NEA	Education	8/31/2026
154	Lafayette	NEA	Education	6/30/2024
155	Lempster	NEA	Education, Support Staff	6/30/2024
156	Lempster	NEA	Education, Teachers	6/30/2025
157	Lincoln	Teamsters	Law Enforcement/Police	3/31/2026
158	Lin-Wood	NEA	Education	6/30/2025
159	Lin-Wood	NEA	Education, Support Staff	6/30/2024
160	Lisbon	NEA	Education, Paraprofessionals	6/30/2024
161	Lisbon	NEA	Education, Teachers	7/17/2025
162	Litchfield	NEA	Education, Support Staff	6/30/2025
163	Litchfield	NEA	Education, Teachers	8/31/2024
164	Litchfield	AFSCME	Law Enforcement/Police	6/30/2024
165	Littleton	NEA	Education, Support Staff	6/30/2024
166	Littleton	NEA	Education, Teachers	6/30/2025
167	Littleton	SEA	Law Enforcement/Police	3/31/2026
168	Littleton	IBEW	Other - Water & Light	12/31/2023
169	Londonderry	AFSCME	Administrative - Public Safety	6/30/2025
170	Londonderry	Independent	Administrative, Dept. Heads	6/30/2025
171	Londonderry	AFSCME	Administrative, Various Personnel	6/30/2025
172	Londonderry	AFSCME	Education, Custodians & Others	6/30/2026
173	Londonderry	AFSCME	Other - Support Staff	6/30/2025

**Municipal Collective Bargaining Agreements
October 1, 2023 (Non-Expired)**

	Employer	Union	Bargaining Unit Type	CBA Expire Date
174	Lyme	NEA	Education	6/30/2024
175	Madison	NEA	Education	6/30/2025
176	Marlborough	NEA	Education	9/15/2024
177	Marlow	NEA	Education	6/30/2025
178	Mascenic	NEA	Education (Support Staff)	6/30/2026
179	Mascenic	NEA	Education (Teachers)	6/30/2025
180	Mascoma	NEA	Education (Teachers)	6/30/2026
181	Mascoma	NEA	Education (Support Staff)	6/30/2025
182	Meredith	SEA	Other - Town Empl	12/31/2023
183	Merrimack	AFSCME	Other - Public Works	6/30/2026
184	Merrimack	NEA	Education (Support Staff)	6/30/2024
185	Merrimack	IAFF	Fire	6/30/2026
186	Merrimack	AFSCME	Fire & Law Enforcement/Police (Administrators)	6/30/2027
187	Merrimack	NEPBA	Law Enforcement/Police (Staff Police Dept.)	6/30/2024
188	Merrimack	NEPBA	Law Enforcement/Police (Patrolmen)	6/30/2025
189	Merrimack	Teamsters	Other - Public Works (Supvr)	6/30/2024
190	Merrimack Valley	NEA	Education (Support Staff)	6/30/2025
191	Milford	NEA	Education (Custodians & Groundskeeper)	6/30/2026
192	Milford	Teamsters	Education (Administrators)	6/30/2025
193	Milford	NEA	Education (Support Staff)	6/30/2024
194	Milford	AFSCME	Law Enforcement/Police	3/31/2026
195	Milton	NEA	Education	6/30/2024
196	Monadnock	NEA	Education (Teachers)	6/30/2025
197	Monadnock	NEA	Education (Support Staff)	6/30/2026
198	Monadnock	NEA	Education (Specialists)	6/30/2024
199	Monroe	NEA	Education (Teachers)	6/30/2024
200	Monroe	NEA	Education (Support Staff)	6/30/2026
201	Mont Vernon	NEA	Education	6/30/2025
202	Moultonborough	NEPBA	Law Enforcement/Police	6/30/2025
203	Moultonborough	NEA	Education	7/31/2025
204	Moultonborough	AFSCME	Public Works	6/30/2025
205	New Boston	NEA	Education (Teachers)	6/30/2025
206	New Boston	NEA	Education (Support Staff)	6/30/2024
207	Newfields	Independent	Education (Teachers)	8/31/2024

**Municipal Collective Bargaining Agreements
October 1, 2023 (Non-Expired)**

	Employer	Union	Bargaining Unit Type	CBA Expire Date
208	Newfound	AFT	Education (Teachers)	6/30/2025
209	Newington	IAFF	Other - FF	3/31/2027
210	Newmarket	NEA	Education	6/30/2025
211	Newmarket	NEA	Education (Support Staff) E-0231-1	6/30/2026
212	Newport	NEA	Education (Support Staff)	6/30/2024
213	Newport	NEA	Education (Teachers)	6/30/2025
214	Newport	AFSCME	Other - Public Works	6/30/2024
215	North Conway Water Precinct	SEA	Water Precinct & Fire Dept	12/31/2027
216	North Hampton	IAFF	Fire	6/30/2024
217	North Hampton	NEPBA	Law Enforcement/Police	6/30/2025
218	Northwood	NEA	Education (Support Staff)	6/30/2025
219	Northwood	NEA	Education	6/30/2026
220	Nottingham	NEA	Education (Teachers)	6/30/2026
221	Nottingham	NEA	Education (Paraprof)	6/30/2025
222	Ossipee	AFSCME	Other - Town Empl	3/31/2024
223	Oyster River	NEA	Education (Support Staff)	6/30/2026
224	Oyster River	NHFT	Education (Paraprof)	6/30/2026
225	Oyster River	NEA	Education (Teachers)	6/30/2025
226	Pelham	NEA	Education (Support Staff)	6/30/2026
227	Pelham	NEA	Education (Teachers)	8/31/2024
228	Pelham	IAFF	Fire	3/31/2025
229	Pelham	AFSCME	Public Works	3/31/2024
230	Pembroke	NEA	Education (Teachers)	6/30/2027
231	Pembroke	NEA	Education (Support Staff)	6/30/2024
232	Pembroke	IUOE	Other - Town Empl (Public Works)	3/31/2025
233	Peterborough	Teamsters	Other - Town Empl (Public Works)	6/30/2024
234	Pittsfield	Teamsters	Law Enforcement/Police	12/31/2023
235	Pittsfield	AFT	Other - Town Empl	3/12/2024
236	Plainfield	NEA	Education (Teachers)	6/30/2024
237	Plainfield	NEA	Education (Support Staff)	6/30/2024
238	Plaistow	Teamsters	Law Enforcement/Police	3/31/2025
239	Plaistow	Teamsters	Other - Town Empl	3/31/2026
240	Plymouth	NEA	Education, PemiBaker (Support Staff)	6/30/2025
241	Plymouth	NEA	Education , PemiBaker (Teachers)	6/30/2026
242	Plymouth	NEA	Education (Support Personnel)	6/30/2024
243	Plymouth	NEA	Education (Teachers)	6/30/2026
244	Plymouth	AFSCME	Other - Police & Fire	6/30/2025

Municipal Collective Bargaining Agreements October 1, 2023 (Non-Expired)

	Employer	Union	Bargaining Unit Type	CBA Expire Date
245	Profile	NEA	Education	8/31/2024
246	Prospect Mountain (Alton)	NEA	Education	6/30/2026
247	Prospect Mountain (Alton)	NEA	Education (Support Staff)	6/30/2026
248	Raymond	NEA	Education (Teachers)	6/30/2025
249	Raymond	AFT	Education (Support Staff)	6/30/2026
250	Raymond	Teamsters	Law Enforcement/Police	3/31/2026
251	Raymond	AFSCME	Other - Town Empl	3/31/2024
252	Rollinsford	NEA	Education	6/30/2024
253	Rumney	NEA	Education	6/30/2025
254	Rye	NEA	Education (Support Staff)	6/30/2024
255	Rye	NEA	Education (Teachers)	6/30/2025
256	Rye	IAFF	Fire	3/31/2025
257	Rye	Teamsters	Law Enforcement/Police	3/31/2026
258	Rye	Teamsters	Other - Town Empl	3/31/2026
259	Salem	Independent	Town - Administrative	3/31/2026
260	Salem	NEA	Education (Teachers)	6/30/2025
261	Salem	NEA	Education (Support Staff)	6/30/2024
262	Salem	NEA	Education (Assistants)	6/30/2024
263	Salem	NEA	Education (Food Service)	6/30/2026
264	Salem	Independent	Law Enforcement/Police	3/31/2027
265	Salem	SEA	Other, Clerical, Technical & Adminstrative	3/31/2027
266	Salem	NEA	Education (Custodians)	6/30/2025
267	Salem	AFSCME	Public Works	3/31/2028
268	Sanborn	NEA	Education (Teachers)	6/30/2024
269	Sanborn	NEA	Education (Support Staff)	6/30/2025
270	Sanborn	Teamsters	Education (SAU #17)	6/30/2025
271	Sandown	Teamsters	Law Enforcement/Police	3/31/2024
272	SAU 21, (Hampton et. al.)	NEA	Education, (Support Personnel)	6/30/2024
273	Seabrook	Teamsters	Law Enforcement/Police	3/31/2024
274	Seabrook	Teamsters	Other - Town Empl	3/31/2024
275	Shaker Regional	NEA	Education (Teachers)	8/31/2027

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Municipal Collective Bargaining Agreements October 1, 2023 (Non-Expired)

	Employer	Union	Bargaining Unit Type	CBA Expire Date
276	Stratford	NEA	Education	6/30/2024
277	Stratham	NEA	Education (Teachers)	8/31/2026
278	Sunapee	NEA	Education	8/31/2025
279	Tamworth	NEA	Education (Teachers)	6/30/2026
280	Tamworth	NEA	Education (Support Staff)	6/30/2025
281	Thornton	NEA	Education (Teachers)	6/30/2024
282	Thornton	NEA	Education (Support Staff)	6/30/2026
283	Tilton	NEPBA	Law Enforcement/Police	6/30/2024
284	Timberlane	AFT	Education (Teachers)	6/30/2024
285	Timberlane	Teamsters	Education (Administrators)	6/30/2026
286	Timberlane	AFT	Education (Support Staff)	6/30/2026
287	Timberlane	Teamsters	Education (Admin Assist)	6/30/2026
288	Timberlane	Teamsters	Education (Cafeteria Workers)	6/30/2025
289	Timberlane	Teamsters	Education (Custodians)	6/30/2025
290	Unity	NEA	Education	6/30/2024
291	Wakefield	NEA	Education (Teachers)	6/30/2025
292	Wakefield	NEA	Education (Paraprof)	6/30/2024
293	Waterville Valley	NEA	Education	6/30/2025
294	Weare	NEA	Education (Teachers)	6/30/2024
295	Weare	AFT	Education (Support Staff)	6/30/2025
296	Wentworth	NEA	Education	6/30/2025
297	Westmoreland	NEA	Education	6/30/2024
298	White Mountain	Teamsters	Education (Supervisors)	No CBA on File
299	White Mountain	NEA	Education (Teachers)	6/30/2024
300	White Mountain	NEA	Education (Support Staff)	6/30/2025
301	Wilton Lyndeborough	NEA	Education (Teachers)	6/30/2024
302	Wilton- Lyndeborough	NEA	Education (Support Staff)	6/30/2026
303	Winchester	Independent	Education (Teachers)	6/30/2025
304	Windham	NEA	Education (Teachers)	6/30/2024
305	Windham	AFSCME	Education (Paraprof)	6/30/2026
306	Winnisquam	NEA	Education (Teachers)	8/31/2025
307	Winnisquam	AFSCME	Education (Paraprof)	6/30/2024
308	Winnisquam	AFSCME	Education (Custodians)	6/30/2026
309	Wolfeboro	AFSCME	Other - Town Empl	12/31/2024
310	Wolfeboro	NEPBA	Law Enforcement/Police	12/31/2024

**Municipal Collective Bargaining Agreements
October 1, 2023 (Expired)**

	Employer	Union	Bargaining Unit Type	CBA Expire Date
1	Amherst	NEA	Education, Teachers	6/30/2022
2	Amherst	NEA	Education, Support Personnel	6/30/2023
3	Andover	NEA	Education (Support Staff)	6/30/2023
4	Auburn	IBEW	Education, Aides	
5	Barrington	AFSCME	Highway & Transfer Station	TBD
6	Bath	NEA	Education	No CBA on file
7	Bethlehem	NEA	Education, Teachers	3/31/2023
8	Brentwood	NEA	Education, Support Personnel	
9	Brookline	NEA	Education, Support Personnel	6/30/2022
10	Colebrook	NEA	Education	6/30/2023
11	Derry	AFSCME	Administrative, Support Staff	6/30/2026
12	Durham	NEPBA	Law Enforcement/Police	12/31/2021
13	East Kingston	NEA	Education, Teachers	8/31/2020
14	Epping	NEPBA	Law Enforcement Police	3/31/2018
15	Epping	NEA	Education, Teachers	3/20/2023
16	Epsom	NEA	Education, Teachers	6/30/2023
17	Exeter	NEA	Education, District Teachers	8/31/2020
18	Exeter	NEA	Education, Coop. School Bd Teachers	8/31/2017
19	Fremont	NEA	Education	6/30/2022
20	Fremont	Teamsters	Law Enforcement/Police	No CBA on File
21	Gilmanton	Independent	Other - Town Employees	No CBAs on File
22	Gorham	AFSCME	Public Works, AFSCME	No CBAs on File
23	Governor Wentworth	NEA	Education, Administrators	6/30/2022
24	Greenland	NEA	Education	6/30/2021
25	Greenland	NEA	Education, Support Staff	6/30/2023
26	Groveton	NEA	Education, Teachers	6/30/2023
27	Hampton	SEA	Other - Town Employees	New Unit
28	Hampton (SAU 90)	NEA	Education, Support Staff	6/30/2022
29	Hampton (SAU 90)	NEA	Education, Teachers	6/30/2020
30	Hanover	IAFF	Fire	6/30/2023
31	Hanover	AFSCME	Law Enforcement/Police	6/30/2024
32	Haverhill	NEA	Education	6/30/2023
33	Hinsdale	NEA	Education	6/30/2023
34	Hollis	NEA	Education, Support Staff	6/30/2022
35	Hollis	NEA	Education, Teachers	6/30/2022

**Municipal Collective Bargaining Agreements
October 1, 2023 (Expired)**

	Employer	Union	Bargaining Unit Type	CBA Expire Date
36	Littleton	AFSCME	Other - Town Employees (Unit A-Highway/Transfer Station)	4/4/2023
37	Littleton	AFSCME	Other - Town Employees (Unit B-Fire Dept.)	4/4/2023
38	Londonderry	AFSCME	Education, Clerical	6/30/2023
39	Londonderry	Independent	Education, Health	6/30/2022
40	Londonderry	NEA	Education, Teachers	6/30/2022
41	Londonderry	Independent	Fire	6/30/2022
42	Londonderry	AFSCME	Law Enforcement/Police	6/30/2023
43	Merrimack	NEA	Education (Teachers)	6/30/2023
44	Merrimack Valley	NEA	Education (Teachers)	8/31/2023
45	Merrimack Valley	Independent	Education (Administrators)	No CBA on File
46	Milford	NEA	Education (Teachers)	6/30/2023
47	Milton	Teamsters	Other, Town Empl	6/30/2019
48	Monadnock (SAU 38)	NEA	Education	6/30/2022
49	New Castle	NEA	Education	6/30/2021
50	Newfields	Independent	Education (Paraprof)	6/30/2019
51	Newington	NEA	Education (Teachers)	6/30/2022
52	Newmarket	NEPBA	Law Enforcement/Police	6/30/2023
53	Newport	NEPBA	Law Enforcement/Police	6/30/2021
54	North Stratford	NEA	Education	6/30/2021
55	Orford	NEA	Education	No CBA on File
56	Pelham	AFSCME	Law Enforcement/Police	4/5/2023
57	Pittsburg	NEA	Education	6/30/2023
58	Pittsfield	NEA	Education	8/19/2022
59	Profile	NEA	Education (Support Staff)	6/30/2023
60	Rollinsford		Law Enforcement/Police	No CBA on file
61	Salem	IAFF	Fire	3/31/2023
62	SAU 21, (Hampton et. al.)	NEA	Education (Prof Employees)	6/30/2023
63	Seabrook	IUPE	Other - Supervisory Empl	6/30/2022
64	Seabrook	IAFF	FF	3/31/2023
65	Strafford	NEA	Education (Prof Staff)	6/30/2023
66	Stratham	NEA	Education (Paraprof)	6/30/2023
67	Weare	NEPBA	Law Enforcement/Police	3/31/2023
68	White Mountain	Teamsters	Education (Supervisors)	No CBA on File

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Municipal Collective Bargaining Agreements October 1, 2023 (Expired)

	Employer	Union	Bargaining Unit Type	CBA Expire Date
69	Winchester	NEA	Education (Support Staff)	6/30/2023
70	Windham	IAFF	Fire	3/31/2023
71	Windham	NEPBA	Law Enforcement/Police	3/31/2023
72	Windham	AFSCME	Other - Town Empl	4/5/2023