

STATE OF NEW HAMPSHIRE
PUBLIC EMPLOYEE LABOR RELATIONS BOARD



3A

Executive Director:

Douglas L. Ingersoll, Esq.

Board Members:

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

November 19, 2019

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

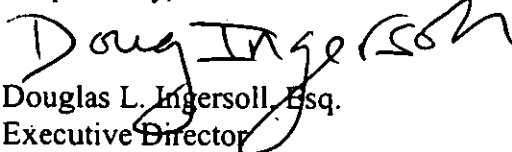
REQUESTED ACTION

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

EXPLANATION

I am filing the enclosed Biennial Report for the period July 1, 2017 to June 30, 2019 (FY 18 & 19) on behalf of the New Hampshire Public Employee Labor Relations Board pursuant to N.H. RSA 273-A:16, III and MOP 2500. More information about the PELRB is available at www.nh.gov/pelrb.

Respectfully,


Douglas L. Ingersoll, Esq.
Executive Director

Enclosure



State of New Hampshire

Biennial Report:

New Hampshire Public Employee Labor Relations Board

Report Date.....November 19, 2019
Statutory Basis for Report..... N.H. RSA 273-A:16, III
Reporting Period.....July 1, 2017 to June 30, 2019



State of New Hampshire

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State of New Hampshire
Public Employee Labor Relations Board

Governor: **Christopher Sununu**

Executive Council:

District 1	Michael J. Cryans
District 2	Andru Volinsky
District 3	Russell E. Prescott
District 4	Theodore L. Gatsas
District 5	Debora B. Pignatelli

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. Senator M. Hounsell 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]

Nine Member Board Appointed by Governor and Council - See RSA 273-A:2

Chairman (1)

Management Members (2)

Labor Members (2)

Alternate Chairpersons (2)

Alternate Management Member (1)

Alternate Labor Member (1)

Executive Director

Staff Attorney II (1)

Executive Secretary (1)

Secretary Typist II (1)



State of New Hampshire Public Employee Labor Relations Board

This Board was created pursuant to RSA 273-A in 1975 at a time when some public employees already engaged in collective bargaining and strikes and work stoppages were a concern. Strikes are prohibited under the current law, and public employees have had the statutorily protected right since 1975 to participate in the formation of bargaining units and engage in collective bargaining. 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 effectuated 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."

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.



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, 2020]

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

Labor

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

Mark Hounsell
[Term Expires October 29, 2019]

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)

Summary, Receipts and Expenditures, Fiscal Years 2018 and 2019

Receipts		
Description	FY 2018	FY 2019
Unfair Labor Practice Fees and Misc.	1,910	1,950
Expenditures		
Description	FY 2018	FY 2019
Personal Services & Benefits	383,867	393,756
Rents-(2 1/2 Beacon St & Copier)	39,976	40,251
Current Expenses	4,018	4,556
Transfers to DoIT	1,398	2,213
Telecommunications	3,289	3,266
In State Travel Reimbursement	309	883
Total:	432,857	444,925

Overview of PELRB Docket, FY 2018-2019

Category	FY 2019	FY 2018	Total
Decisions Issued	287	200	487
Cases Closed	116	113	229
Unfair Labor Practice Complaints	31	29	716
Certification Petitions	15	14	29
Elections Held	11	3	14
New Bargaining Units	7	3	10
Modification Petitions	38	29	67
Mediation Petitions	7	6	13
Arbitration Petitions	15	27	80
Fact Finding Petitions	1	1	2

**Docket Activity by Case Name
July 1, 2018 - June 30, 2019**

	Petitioner	Respondent
1	AFSCME Council 93 (Administrative and Support Staff)	Town of Hudson
2	AFSCME Council 93, Local 1801	Town of Hudson Highway Department
3	AFSCME Council 93, Local 1801, AFL-CIO	Derry Cooperative School District
4	AFSCME Council 93, Local 1801, Derry Administrative Support Staff	Town of Derry
5	AFSCME Council 93, Local 298, Manchester Central Fleet Mgt.	City of Manchester
6	AFSCME Council 93, Local 365, Nashua Custodial/Janitorial Staff	Nashua School District
7	AFSCME Council 93, Local 3657, AFL-CIO	Town of Hanover & NEPBA Local 27, IUPA, AFL-CIO, Hanover Police Union
8	AFSCME Council 93, Local 534, AFL-CIO	Town of Moultonborough
9	AFSCME Council 93, Londonderry Administrative Employees Association (Town Administrative Employees)	Town of Londonderry
10	AFSCME Council 93, Maplewood Nursing Home Service Employees	Cheshire County, Maplewood Nursing Home
11	AFSCME Local 1801, Londonderry Town Support Staff	Town of Londonderry
12	Amherst Support Staff Association, NEA-NH	Amherst School District
13	Barnstead Educational Support Team, AFT-NH, Local #6322, AFL-CIO	Barnstead School District
14	City of Lebanon	Lebanon Professional Administrative Salaried Employees (LPASE)
15	City of Lebanon &	Teamsters Local 633, Lebanon Professional, Administrative, Salaried Employees (LPASE)
16	City of Manchester	United Steelworkers of America (Local 8938)
17	City of Nashua	International Union-UAW, Local 2232 (Professional Unit)
18	City of Nashua Board of Police Commissioners	Nashua Police Department Civilians, Teamsters Local 633
19	City of Nashua Police Commission	United Federation of Police Officers, Inc.
20	Concord Education Association, Affiliated with NEA/NH	Concord School District

21	Concord Police Patrolmen's Association	City of Concord
22	Dover Teachers' Union, NEA-NH and Dover Paraprofessional Association, NEA-NH	Dover School District
23	Elizabeth Arsenault	Chester School District, SAU #82
24	Ellen Read	Cooperative Alliance for Seacoast Transportation
25	Gilford Education Association, NEA-New Hampshire	Gilford School District
26	Goffstown Educational Support Staff, NEA-NH	Goffstown School District
27	Gorham Support Staff, NEA-NH	Gorham Randolph Shelburne Cooperative School District (formerly Gorham School District)
28	Greenland Support Staff/NH-NEA	Greenland School District
29	Hampton Fire Department Supervisory Association, Affiliated with Hampton Professional Firefighters Association, Local 2664, IAFF	Town of Hampton
30	Hanover Support Staff, NEA-NH	Hanover/Dresden School District
31	Henniker Community School Support Staff, AFT Local #6314, AFT-NH, AFL-CIO	Henniker School Board
32	Hillsboro-Deering Federation of Teachers, NHFT, AFT, AFL-CIO	Hillsboro-Deering Cooperative School Board
33	In the Matter of Seabrook Employees' Association	
34	International Union - UAW Local 2322 (Clerical & Technical Unit)	City of Nashua
35	Jaffrey-Rindge Education Association, Affiliated with NEA-NH	Jaffrey Rindge School District
36	John Stark Teachers' Association, AFT-NH	John Stark Regional School District
37	Keene Clinical Service Providers	Keene School District
38	Keene Education Association, NEA-NH	Keene School District
39	Keene School District	Association of Keene Tutors, NEA-New Hampshire
40	Lin-Wood Education Association, NEA/NH	Lincoln-Woodstock Cooperative School Board
41	Madison Employees' Association, NEA-New Hampshire	Madison School District
42	Madison School Board	Madison Employees Association, NEA-NH
43	Manchester Association of Fire Supervisors Association, IAFF Local 3820 & Manchester Professional Fire Fighters Association, IAFF Local 856	City of Manchester
44	Manchester Education Association, NEA-NH	Manchester School District
45	Manchester Health Department, AFSCME Local 298	City of Manchester
46	Mascenic Regional School District	Mascenic Education Association, NEA-NH

47	Mascoma Valley Regional School District	Mascoma Valley Regional Support Staff/MVREA/NEA-NH
48	Milford Administrative Group	
49	Nashua Police Department Civilians, Teamsters Local 633	City of Nashua Board of Commissioners
50	Nashua Teachers' Union, AFT-Local 1044, AFL-CIO (Unit B - Para-educators)	Nashua School District
51	Nashua Teachers' Union, Unit B, Local #1044, Affiliated with NHFT, AFT, AFL-CIO	Nashua School District
52	National Correctional Employees Union	Rockingham County Department of Corrections
53	NEA-New Hampshire	SAU 35 - Profile High School
54	New England Police Benevolent Association	Town of Bow
55	New England Police Benevolent Association	Town of Alton, Police Department
56	New England Police Benevolent Association	Hillsborough County & Hillsborough County Attorney's Office, Teamsters Local 63
57	New Hampshire Higher Education Union	Community College System of New Hampshire
58	New Hampshire State Police Command Staff, New Hampshire Troopers Association	State of New Hampshire, Department of Safety, Division of State Police
59	New Hampshire Troopers Association	State of New Hampshire, Department of Safety, Division of State Police
60	Newmarket Support Staff / NH-NEA	Newmarket School District
61	Pittsfield Town Employees, AFT #6214, AFT-NH, AFL-CIO	Town of Pittsfield
62	Plymouth Cooperative Education Association, NEA-New Hampshire	Pemi-Baker Cooperative School District
63	Plymouth Regional Educators' Association, NEA-New Hampshire	Pemi-Baker Cooperative School District
64	Portsmouth Police Ranking Officers Association, Affiliated with NEPBA, Inc.	City of Portsmouth
65	Raymond Education Association, NEA-NH	Raymond School District
66	Raymond School District	Raymond Education Association, NEA-NH
67	Raymond School District	Raymond Educational Support Staff, AFT Local 4823, AFT-NH, AFL-CIO
68	Rollinsford Teachers' Association, NEA-NH	Rollinsford School District
69	Rollinsford Teachers' Association, NEA-NH	Rollinsford School District
70	Rye Educational Support Staff Association, NEA-NH	Rye School District
71	SEA, Local 1984, Strafford County Corrections Employees	Strafford County Commissioners
72	SEA/SEIU Local 1984, Belknap County Nursing Home	Belknap County Commissioners
73	Seabrook Employees' Association, Affiliated with Teamsters Local 633 of New Hampshire	Town of Seabrook
74	State Employees' Assoc. of NH, Inc., SEIU Local 1984	Town of Exeter

75	State Employees' Association of New Hampshire, Inc., SEIU Local 1984	Community College System of New Hampshire & New Hampshire Higher Education Union
76	State Employees' Association of New Hampshire, Inc., SEIU Local 1984	Cooperative Alliance for Seacoast Transportation
77	State Employees' Association of NH, Inc., SEIU Local 1984	State of New Hampshire Administrative Office of the Courts
78	State Employees' Association of NH, Inc., SEIU Local 1984	Rockingham County
79	State Employees' Association of NH, Inc., SEIU Local 1984	Town of Exeter
80	State Employees' Association of NH, SEIU Local 1984	State of New Hampshire Liquor Commission
81	State Employees' Association of NH, SEIU Local 1984	New Hampshire Judicial Branch
82	State Employees' Association of NH, SEIU Local 1984	State of New Hampshire, Department of Transportation
83	State Employees' Association of NH, SEIU Local 1984	State of New Hampshire
84	State Employees' Association, Local 1984, Ashland Town Employees	Town of Ashland
85	State Employees' Association, SEIU Local 1984 State of New Hampshire Correction Supervisors	State of New Hampshire Department of Corrections
86	Stratham Paraprofessionals Association; NEA-NH	SAU #16, Stratham School District
87	Tamworth Educational Support Personnel Association, NEA-NH	Tamworth School District
88	Teamsters Local 633	Town of Loudon
89	Teamsters Local 633	Town of Hooksett
90	Teamsters Local 633	Rockingham County Attorney's Office
91	Teamsters Local 633	Sanborn Regional School District, SAU #17
92	Teamsters Local 633	Town of Seabrook and Seabrook Employees' Association, SEIU Local 1984
93	Teamsters Local 633	Town of Seabrook & Seabrook Employees' Association, SEIU Local 1984
94	Teamsters Local 633	Sanborn Regional School District, SAU #17
95	Teamsters Local 633	Town of Seabrook & Seabrook Employees' Association, SEIU Local 1984
96	Teamsters Local 633	Town of Loudon
97	Teamsters Local 633 / Plaistow Town Employees	Town of Plaistow
98	Teamsters Local 633 of New Hampshire	Town of Rye Police Department
99	United Federation of Police Officers, Inc.	City of Nashua Police Commission & UAW Local 2322, Professional Employees of teh Nashua Police Department

100	Weare Educational Support Staff, Local #6349, AFT-NH, AFL-CIO	Weare School District
101	Windham Education Association affiliated with NHEA/NEA	Windham School District, SAU #95

**Docket Activity by Case Name
July 1, 2017 - June 30, 2018**

	Petitioner	Respondent
1	AFSCME Council 93, Local 3657 Conway Police Department	Town of Conway Police Department
2	AFSCME Council 93, Windham School District Employees	Windham School District
3	AFSCME Council 93/Maplewood Nursing Home Employees	Cheshire County/Maplewood Nursing Home
4	AFSCME Local 2301/Seabrook Supervisory Employee Association	Town of Seabrook
5	AFSCME Local 3657, Council 93, AFL-CIO	Town of Goffstown and New England Police Benevolent Association, IUPA, AFL-CIO
6	AFSCME Local 534, Ossipee Town Employees	Town of Ossipee
7	AFSCME Londonderry Administrative Employees Association (Town Administrative Employees)	Town of Londonderry
8	Amherst Support Staff Association, NEA-NH	Amherst School District
9	Concord School District	Concord Education Association, NEA-NH
10	Gilford Education Association/NEA-NH	Gilford School District
11	Group of Officers	Grafton County Department of corrections and National Correctional Employees Union
12	Group of Officers and Grafton County Department of Corrections	National Correctional Employees Union
13	Hampstead Association of School Staff/NEA-New Hampshire	Hampstead School District, SAU #55
14	Hampstead Support Personnel Association/NEA-New Hampshire	Hampstead School District, SAU #55
15	Internal Affairs Association of New Hampshire	State of New Hampshire, Department of Corrections & SEA, SEIU Local 1984
16	Keene Association of Principals & Supervisors	Keene School District
17	Keene State College Administrative Staff Association, NEA-NH et al	Keene State College
18	Litchfield Support Staff, NEA-NH	Litchfield School District
19	Littleton Teachers Association, Affiliated with NHEA/NEA (Unit "B" Aides & Secretaries	Littleton School District
20	Madison Employees' Association/NEA-NH	Madison School District
21	Manchester Education Association, NEA-NH	Manchester School District
22	Milford Teachers Association/NEA-NH	Milford School District
23	Milton Education Association, Affiliated with NHEA/NEA	Milton School District

24	Mont Vernon Education Association/NEA-New Hampshire	Mont Vernon School District
25	National Correctional Employees Union	Rockingham County Department of Corrections
26	National Correctional Employees Union	Hillsborough County, Department of Corrections
27	NEPBA, Inc., Local 40 (Fish & Game) et. al	State NH, Fish & Game
28	New England Police Benevolent Association	Town of Bow
29	New Hampshire Retirement System	State Employees Association of New Hampshire, Inc., SEIU Local 1984
30	New Hampshire Troopers Association	State of New Hampshire, Department of Safety, Division of State Police
31	NH Dept. of Natural & Cultural Resources (formerly Department of Resources & Economic Development) & NH Dept. of Business & Economic Affairs & NH Dept. of Cultural Resources	State Employees' Association of NH, SEU Local 1984
32	NH Lottery Commission (formerly Sweepstakes Commission) and NH Pari-Mutuel Racing Commission	State Employees' Association of NH, SEIU Local 1984
33	Pittsfield Town Employees, AFT #6214, AFT-NH, AFL-CIO	Town of Pittsfield
34	Portsmouth Police Patrolmen's Union, NEBPA Local 11	City of Portsmouth
35	Prospect Mountain High School Teachers' Association, NEA-NH	Prospect Mountain High School Board
36	Rochester Middle Management Group	City of Rochester
37	Ronald Fournier	National Correctional Employees Union and Grafton County Department of Corrections
38	Salem Educational Personnel Association, NEA-NH	Salem School District, SAU #57
39	SEA of NH, Inc., SEIU Local 1984 also	State of New Hampshire
40	State Employees' Association of NH, SEIU Local 1984	State of New Hampshire, Department of Health and Human Services
41	State of NH Lottery Commission	State Employees' Association of NH, SEIU Local 1984
42	State of NH, Dept. of Business and Economic Affairs	State Employees' Association of NH, SEU Local 1984
43	State of NH, Dept. of Business and Economic Affairs	State Employees' Association of NH, SEU Local 1984
44	State of NH, Dept. of Natural and Cultural Resources	State Employees' Association of NH, SEU Local 1984
45	State of NH, Dept. of Natural and Cultural Resources	State Employees' Association of NH, SEU Local 1984
46	Teamsters Local 633	Loudon Police Department
47	Teamsters Local 633 of New Hampshire, Manchester Police Department Support Staff	City of Manchester Police Department

48	United Auto Workers, Local 2232 (Clerical & Technical Employees)	City of Concord
49	United Food and Commercial Workers, Local 1445	Derry Cooperative School District

Current (non-expired) Collective Bargaining Agreements as of November 2019

1	AAUP	Plymouth State University - Faculty
2	AAUP	UNH - Professors
3	AFSCME	Amherst Police
4	AFSCME	Belmont Town Employees (Fire)
5	AFSCME	Belmont Town Employees (Police)
6	AFSCME	Belmont Town Employees (Public Works)
7	AFSCME	Berlin Police
8	AFSCME	Brookline Police
9	AFSCME	Canaan Police Employees
10	AFSCME	Carroll County - Mountain View Nursing Home
11	AFSCME	Cheshire County Nursing Home (Maplewood)
12	AFSCME	Claremont City Support Staff
13	AFSCME	Claremont Police
14	AFSCME	Claremont Public Works
15	AFSCME	Concord Public Works
16	AFSCME	Conway Police
17	AFSCME	Conway Public Works
18	AFSCME	Conway School Employees
19	AFSCME	Derry Educational Assistants
20	AFSCME	Derry Town Administrative Support Staff
21	AFSCME	Dover Public Works
22	AFSCME	Durham Public Works
23	AFSCME	Franklin School Custodians
24	AFSCME	Franklin School Support Staff
25	AFSCME	Gilford Public Works Employees
26	AFSCME	Gorham Police
27	AFSCME	Hanover Dresden School Custodians
28	AFSCME	Hillsborough County Department of Corrections
29	AFSCME	Hillsborough County Nursing Home
30	AFSCME	Hollis Public Safety Employees
31	AFSCME	Hollis Town Employees
32	AFSCME	Hooksett Public Works
33	AFSCME	Hudson School Department Heads
34	AFSCME	Jaffrey Police
35	AFSCME	Jaffrey Public Works
36	AFSCME	Keene Public Works
37	AFSCME	Keene School Custodians
38	AFSCME	Laconia Public Works
39	AFSCME	Lebanon Public Works
40	AFSCME	Litchfield Police
41	AFSCME	Londonderry Police & Safety Employees
42	AFSCME	Londonderry School Custodians
43	AFSCME	Londonderry School Support Staff
44	AFSCME	Londonderry (Town) Administrative Employees
45	AFSCME	Londonderry (Town) Administrative Employees - Public Safety

Current (non-expired) Collective Bargaining Agreements as of November 2019

46	AFSCME	Londonderry Town Employees
47	AFSCME	Manchester Facilities Division
48	AFSCME	Manchester Central Fleet Management
49	AFSCME	Manchester Housing Authority
50	AFSCME	Manchester Master Contract
51	AFSCME	Merrimack Public Safety Officers
52	AFSCME	Merrimack Public Works
53	AFSCME	Milford Police
54	AFSCME	Nashua Housing Authority
55	AFSCME	Nashua School Custodians
56	AFSCME	Newport Police
57	AFSCME	Newport Public Works
58	AFSCME	Ossipee Town Employees
59	AFSCME	Pelham Firefighters, Public Works & Municipal
60	AFSCME	Pelham Police
61	AFSCME	Portsmouth City Employees
62	AFSCME	Portsmouth City Employees - B
63	AFSCME	Portsmouth Non-Supervisory Cafeteria Employees
64	AFSCME	Portsmouth School Custodians
65	AFSCME	Raymond Town Employees
66	AFSCME	Rochester Public Works
67	AFSCME	Rochester School Buildings & Grounds
68	AFSCME	Salem Public Works
69	AFSCME	Seabrook Town Supervisors
70	AFSCME	Somersworth Public Works
71	AFSCME	Sullivan County Nursing Home
72	AFSCME	Weare Police Employees
73	AFSCME	Windham Police
74	AFSCME	Windham School Assistants (Instructional Assistants)
75	AFSCME	Windham Support Staff (Town)
76	AFSCME	Winnisquam School Custodians
77	AFSCME	Winnisquam School Paraprofessional Employees
78	AFT	Wolfeboro Town Employees
79	AFT	Barnstead Educational Support Team
80	AFT	Ellis School Support Staff
81	AFT	Farmington School Custodians
82	AFT	Henniker Support Staff Association
83	AFT	Hillsboro Deering Federation of Teachers
84	AFT	Hillsboro-Deering Support Staff
85	AFT	Hudson Federation of Teachers
86	AFT	Hudson Paraprofessionals & Cafeteria
87	AFT	Hudson School Secretaries
88	AFT	Nashua Public Library
89	AFT	Nashua Teachers Union

Current (non-expired) Collective Bargaining Agreements as of November 2019

90	AFT	Nashua Teachers Union, Unit D (Food Service)
91	AFT	Nashua Teachers Union, Paraprofessionals
92	AFT	Nashua Teachers Union, Secretaries
93	AFT	Newfound Teachers Union
94	AFT	Oyster River School Paraprofessional & Support Staff
95	AFT	Raymond Education Support Staff
96	AFT	Rochester Federation of Teachers
97	AFT	Rochester School Food Service
98	AFT	Rochester School Paraprofessionals
99	AFT-NH	Weare Education Support Staff
100	AFT-NH	Keene Police
101	AFT-NH	Keene Police Supervisors
102	AFT-NH	Timberlane School Support Staff
103	IAFF	Timberlane Teachers Association
104	IAFF	Bedford Professional Firefighters
105	IAFF	Berlin Firefighters
106	IAFF	Claremont Firefighters
107	IAFF	Concord Fire Officers
108	IAFF	Concord Firefighters
109	IAFF	Derry Firefighters
110	IAFF	Derry Fire Officers
111	IAFF	Dover Fire Officers
112	IAFF	Dover Firefighters
113	IAFF	Durham Firefighters
114	IAFF	Exeter Professional Firefighters
115	IAFF	Goffstown Professional Firefighters
116	IAFF	Hampton Firefighters
117	IAFF	Hooksett Firefighters
118	IAFF	Hudson Firefighters
119	IAFF	Londonderry Firefighters
120	IAFF	Manchester Firefighters
121	IAFF	Merrimack Firefighters
122	IAFF	Pelham Firefighters
123	IAFF	Rochester Firefighters
124	IAFF	Rye Firefighters
125	IAFF	Salem Firefighters
126	IAFF	Somersworth Firefighters
127	IBEW	Windham Firefighters
128	ICWU	Littleton Town Water & Light
129	ICWU	Hillsborough County Nursing Home Supervisors
130	IUOE	Merrimack County Nursing Home
131	NCEU	Pembroke Public Works
132	NCEU	Carroll County Corrections
133	NCEU	Merrimack County Corrections Local 115

Current (non-expired) Collective Bargaining Agreements as of November 2019

134	NCEU	Rockingham County Department of Corrections (Officers)
135	NEA	Sullivan County Dept. of Corrections
136	NEA	Epping Paraprofessional Association
137	NEA	Littleton School Support Staff
138	NEA	Littleton Teachers
139	NEA	Salem School Custodians Employees Association
140	NEA-NH	Allenstown Education Association
141	NEA-NH	Allenstown Paraprofessional Association
142	NEA-NH	Alton Teachers Association
143	NEA-NH	Amherst Education Association
144	NEA-NH	Amherst Support Staff Association
145	NEA-NH	Andover Education Support Staff
146	NEA-NH	Auburn Education Association
147	NEA-NH	Barnstead Education Association
148	NEA-NH	Barrington Education Association
149	NEA-NH	Barrington Paraprofessional Association
150	NEA-NH	Bartlett Education Association
151	NEA-NH	Bedford Educational Personnel Association
152	NEA-NH	Bedford Educational Support Staff
153	NEA-NH	Bethlehem Education Association
154	NEA-NH	Bow Education Association
155	NEA-NH	Bow Education Support Staff
156	NEA-NH	Brentwood Teachers Association
157	NEA-NH	Brookline Education Support Staff
158	NEA-NH	Brookline Teachers Association
159	NEA-NH	Campton Association of Educators
160	NEA-NH	Candia Education Association
161	NEA-NH	Candia Education Support Professionals Association
162	NEA-NH	Chester Education Association
163	NEA-NH	Chester Educational Support Staff
164	NEA-NH	Chesterfield Education Association
165	NEA-NH	Chesterfield School Support Staff
166	NEA-NH	Chichester Teachers' Education Association
167	NEA-NH	Claremont Teachers (Sugar River Education Association)
168	NEA-NH	Claremont Association of Maintenance and Transportation Employees
169	NEA-NH	Claremont School Secretaries
170	NEA-NH	Colebrook Education Association
171	NEA-NH	Concord Education Association
172	NEA-NH	Conway Education Association
173	NEA-NH	Conway Education Support Personnel
174	NEA-NH	Cornish Education Association
175	NEA-NH	Deerfield Paraeducators Association

Current (non-expired) Collective Bargaining Agreements as of November 2019

176	NEA-NH	Derry Education Association
177	NEA-NH	(Dresden) Hanover Education Association
178	NEA-NH	Dunbarton Education Association
179	NEA-NH	East Kingston Teachers
180	NEA-NH	Epping Education Association
181	NEA-NH	Epsom Teachers
182	NEA-NH	Exeter Cooperative Paraprofessionals Association
183	NEA-NH	Exeter Education Association
184	NEA-NH	Fall Mountain Educational Support Personnel
185	NEA-NH	Fall Mountain Teachers
186	NEA-NH	Farmington Education Support Professionals
187	NEA-NH	Farmington Teachers Association
188	NEA-NH	Franklin Education Association
189	NEA-NH	Freedom Employees Association (Teachers)
190	NEA-NH	Fremont Education Association
191	NEA-NH	Gilford Education Association
192	NEA-NH	Gilmanton Education Association
193	NEA-NH	Goffstown Education Association
194	NEA-NH	Goffstown School Support Staff
195	NEA-NH	Gorham-Randolph Shelburne Cooperative Teachers Association
196	NEA-NH	Gorham Randolph Shelburne Cooperative Support Staff
197	NEA-NH	Governor Wentworth Education Association
198	NEA-NH	Governor Wentworth Support Staff
199	NEA-NH	Grantham Education Association
200	NEA-NH	Greenland Coastal Teachers
201	NEA-NH	Groveton Support Staff
202	NEA-NH	Groveton Teachers Association
203	NEA-NH	Hampstead Association of School Staff
204	NEA-NH	Hampstead Education Association
205	NEA-NH	Hampstead Support Personnel Association
206	NEA-NH	Hanover (Dresden) Education Association
207	NEA-NH	Hanover School Support
208	NEA-NH	Harrisville Education Association
209	NEA-NH	Haverhill Co-op Education Association
210	NEA-NH	Haverhill Co-op School Support
211	NEA-NH	Hinsdale Federation of Teachers
212	NEA-NH	Hinsdale Support Staff Association
213	NEA-NH	Holderness Education Association
214	NEA-NH	Holderness Support Staff
215	NEA-NH	Hollis Education Association
216	NEA-NH	Hooksett Education Association
217	NEA-NH	Hooksett Support Professional Association
218	NEA-NH	Hopkinton Educational Support Staff

Current (non-expired) Collective Bargaining Agreements as of November 2019

219	NEA-NH	Inter Lakes Education Association
220	NEA-NH	Inter Lakes Support Staff Association
221	NEA-NH	Jaffrey-Rindge Education Association
222	NEA-NH	Jaffrey-Rindge Support Staff
223	NEA-NH	John Stark Regional Teachers
224	NEA-NH	Kearsarge Education Association
225	NEA-NH	Kearsarge Para-Educators Association
226	NEA-NH	Keene Association of Principals & Supervisors
227	NEA-NH	Keene Education Association
228	NEA-NH	Keene Paraprofessionals Association
229	NEA-NH	KSC - Administrative Staff Association
230	NEA-NH	KSC - College Staff Association
231	NEA-NH	KSC - Directors & Supervisors
232	NEA-NH	KSC - Education
233	NEA-NH	Laconia Education Association
234	NEA-NH	Laconia Educational Assistants
235	NEA-NH	Lafayette Education Association
236	NEA-NH	Lebanon Education Association
237	NEA-NH	Lebanon School Support Staff
238	NEA-NH	Lempster Education Support Personnel Association
239	NEA-NH	Lin-Wood Education Association
240	NEA-NH	Lisbon School Paraprofessionals
241	NEA-NH	Lisbon Teachers Association
242	NEA-NH	Londonderry Education Association
243	NEA-NH	Lyme Education Association
244	NEA-NH	Madison Employees
245	NEA-NH	Marlow Education Association
246	NEA-NH	Mascenic Education Association
247	NEA-NH	Mascenic Education Support Staff
248	NEA-NH	Mascoma Valley Education Association
249	NEA-NH	Mascoma Valley School Support Personnel
250	NEA-NH	Merrimack Valley Education Association
251	NEA-NH	Milford Educational Support Personnel
252	NEA-NH	Monadnock Education Association
253	NEA-NH	Monadnock Education Support Staff
254	NEA-NH	Monroe School Support Staff
255	NEA-NH	Monroe Teachers Association
256	NEA-NH	Moultonborough School Staff Association
257	NEA-NH	New Boston Education Association
258	NEA-NH	New Boston Support Staff Association
259	NEA-NH	Newfields Staff Association
260	NEA-NH	Newington - Coastal Teachers
261	NEA-NH	Newport Support Staff (School)
262	NEA-NH	Newport Teachers Association
263	NEA-NH	Northwood Education Support Personnel

Current (non-expired) Collective Bargaining Agreements as of November 2019

264	NEA-NH	Northwood Teachers Association
265	NEA-NH	Nottingham Paraprofessional Association
266	NEA-NH	Oyster River Teachers' Guild
267	NEA-NH	Pelham Education Association
268	NEA-NH	Pelham Educational Support Staff
269	NEA-NH	Pembroke Education Association
270	NEA-NH	Pittsburg Education Association
271	NEA-NH	Plainfield Education Association
272	NEA-NH	Plainfield Support Staff
273	NEA-NH	Plymouth Education Association - Sidebar
274	NEA-NH	Plymouth Regional Educators' Association
275	NEA-NH	Plymouth Regional Educational Support Staff
276	NEA-NH	Portsmouth School Paraprofessionals
277	NEA-NH	Profile Education Association
278	NEA-NH	Profile Support Staff Association
279	NEA-NH	Prospect Mountain Teachers Association
280	NEA-NH	Rollinsford Education Association
281	NEA-NH	Rumney Teachers Association
282	NEA-NH	Rye Coastal Teachers Association
283	NEA-NH	Rye Educational Support Personnel Association
284	NEA-NH	Salem Association of Food Service
285	NEA-NH	Salem Education Association
286	NEA-NH	Salem Educational Personnel Association
287	NEA-NH	Salem Educational Support Personnel Association
288	NEA-NH	Sanborn Education Association
289	NEA-NH	Sanborn Education Support Staff
290	NEA-NH	Seacoast Education Association - SAU 90
291	NEA-NH	Seacoast Educational Support Personnel - SAU 90
292	NEA-NH	Seacoast Education Association - SAU 21
293	NEA-NH	Shaker Regional Education Association
294	NEA-NH	Shaker Regional Education Support Professionals
295	NEA-NH	Somersworth Association of Educators
296	NEA-NH	Strafford Education Association
297	NEA-NH	Stratford Teachers Association
298	NEA-NH	Sugar River Education Association
299	NEA-NH	Sunapee Teachers
300	NEA-NH	Tamworth Education Association
301	NEA-NH	Tamworth Education Support Personnel
302	NEA-NH	Thornton Education Association
303	NEA-NH	Thornton School Support Staff
304	NEA-NH	Unity Education Association
305	NEA-NH	UNH - Law Faculty
306	NEA-NH	Wakefield Paraprofessional Union
307	NEA-NH	Waterville Valley Education Association
308	NEA-NH	Wentworth Education Association

Current (non-expired) Collective Bargaining Agreements as of November 2019

309	NEA-NH	Westmoreland Teachers
310	NEA-NH	White Mountain Education Association
311	NEA-NH	White Mountain Education Support Personnel
312	NEA-NH	Wilton-Lyndeborough Cooperative Support Staff
313	NEA-NH	Wilton-Lyndeborough Teachers
314	NEA-NH	Winchester School Support Staff
315	NEA-NH	Winchester Teachers Association
316	NEA-NH	Windham Education Association
317	NEA-NH	Winnisquam Teachers Association
318	NEPBA	Auburn Police Union
319	NEPBA	Derry Police Patrolman's
320	NEPBA	Durham Police
321	NEPBA	Farmington Police
322	NEPBA	Goffstown Police Dispatchers & Clerks
323	NEPBA	Hampstead Police
324	NEPBA	Hillsborough Police
325	NEPBA	Lebanon Police Benevolent
326	NEPBA	Merrimack County Sheriffs
327	NEPBA	Merrimack Dispatchers & Support Staff
328	NEPBA	Merrimack Police
329	NEPBA	Moultonborough Police
330	NEPBA	Rochester Police
331	NEPBA	Rochester Police Communications
332	NEPBA	Rockingham County Sheriff's Department (Supervisors)
333	NEPBA	Strafford County Sheriffs
334	NEPBA	Tilton Police Officers
335	NEPBA	Wolfeboro Police Employees
336	NHFT	Campton Education Support Personnel
337	non-affiliated	Ashland Teachers Association
338	non-affiliated	Claremont Association of Paraprofessionals
339	non-affiliated	Concord Police Patrolmen
340	non-affiliated	Concord School Administrators
341	non-affiliated	Concord School Maintenance & Transportation Employees
342	non-affiliated	Dover Municipal Employees
343	non-affiliated	Dover Police Association
344	non-affiliated	Dover Police Administrators
345	non-affiliated	Dover Professional Employees Association
346	non-affiliated	Durham Professional Municipal Managers
347	non-affiliated	Exeter Area Administrator's Association
348	non-affiliated	Exeter Police
349	non-affiliated	Governor Wentworth Administrative Team
350	non-affiliated	Hudson Fire, Police & Town Supervisors
351	non-affiliated	Keene Fire Supervisors
352	non-affiliated	Keene Firefighters

Current (non-expired) Collective Bargaining Agreements as of November 2019

353	non-affiliated	Laconia Police
354	non-affiliated	Lebanon School Administration Group
355	non-affiliated	Londonderry Allied Health Professionals (School)
356	non-affiliated	Manchester Fire Supervisors
357	non-affiliated	Milford Administrative Group
358	non-affiliated	Monadnock School Specialists
359	non-affiliated	Nashua Association of School Administrators & Supervisors
360	non-affiliated	New Castle Teachers Organization
361	non-affiliated	Newington Firefighters
362	non-affiliated	Portsmouth Professional Management Association
363	non-affiliated	Portsmouth School Custodial Supervisors
364	non-affiliated	Portsmouth Supervisory Management Alliance
365	non-affiliated	Rochester School Administrators
366	non-affiliated	Salem Public Administrators Association
367	non-affiliated	Somersworth Public Administrators Association
368	SEIU	Ashland Town Employees
369	SEIU	Bedford Police
370	SEIU	CCSNH.- Staff
371	SEIU	Derry PATE
372	SEIU	Derry Police Supervisors
373	SEIU	Exeter Public Works & Town Employees
374	SEIU	Franklin City Municipal Services
375	SEIU	Hampton Public Works
376	SEIU	Laconia Administration & Technical Employees
377	SEIU	Meredith Town
378	SEIU	Merrimack County DOC
379	SEIU	North Conway Water Precinct
380	SEIU	Rochester Municipal Employees Association
381	SEIU	Salem Administrative & Technical Employees
382	SEIU	State - SEA (Court Assistants)
383	SEIU	Strafford County Corrections
384	SEIU	Strafford County Riverside Rest Home
385	Teamsters	Atkinson Police
386	Teamsters	Bedford Public Works
387	Teamsters	Belknap County Support Staff
388	Teamsters	Berlin City Dept. Heads
389	Teamsters	Carroll County Sheriff's Department
390	Teamsters	Cheshire County Corrections
391	Teamsters	Cheshire County Sheriff's
392	Teamsters	Derry (New Derry) Public Works
393	Teamsters	Farmington Public Works
394	Teamsters	Franklin Police
395	Teamsters	Gilford Police Employees
396	Teamsters	Goffstown Public Works

Current (non-expired) Collective Bargaining Agreements as of November 2019

397	Teamsters	Hampton Town Employees
398	Teamsters	Hillsborough County Attorneys
399	Teamsters	Hillsborough County Department of Corrections Supervisors
400	Teamsters	Hooksett Police
401	Teamsters	Hopkinton School Custodians
402	Teamsters	Hudson School Custodians & Electricians & HVAC Technicians
403	Teamsters	KSC - Campus Safety
404	Teamsters	Lebanon Professional Administration & Salaried Employees
405	Teamsters	Lincoln Police Employees
406	Teamsters	Manchester Airport Authority
407	Teamsters	Merrimack Town Mid-Management Employees
408	Teamsters	Milford Town Employees
409	Teamsters	Nashua Police Civilians
410	Teamsters	Newmarket Police
411	Teamsters	North Hampton Town Employees
412	Teamsters	Pittsfield Police Employees
413	Teamsters	Plaistow Police
414	Teamsters	Plaistow Town
415	Teamsters	Raymond Police Employees
416	Teamsters	Rochester Librarians
417	Teamsters	Rockingham County (Maintenance)
418	Teamsters	Rockingham County Deputy Sheriff's Department
419	Teamsters	Rye Police
420	Teamsters	Rye Town Employees
421	Teamsters	Salem Police
422	Teamsters	Sandown Police
423	Teamsters	State - Teamsters (Court Security Officers)
424	Teamsters	UNH - Police
425	UAW	Concord Administration UAW
426	UAW	Concord School Custodians
427	UAW	Concord School Food Service
428	UAW	Nashua City Clerical & Technical Unit
429	UAW	Nashua City Professional Unit
430	UE	Grafton County Nursing Home
431	USWA	Manchester Water Works

Expired Collective Bargaining Agreements as of November 2019

1	AAUP	UNH - Lecturers
2	AFSCME	Berlin Public Works & Recreation
3	AFSCME	Berlin School Custodians & Bus Drivers
4	AFSCME	Berlin Water Works
5	AFSCME	Coos County Nursing Home Berlin
6	AFSCME	Hanover Public Works
7	AFSCME	Hillsborough County Sheriffs
8	AFSCME	Hollis Police
9	AFSCME	Hudson Administration & Support Staff
10	AFSCME	Hudson Police
11	AFSCME	Hudson Public Works
12	AFSCME	Littleton Town Employees
13	AFSCME	Manchester Health Department
14	AFSCME	Manchester School Paraprofessionals
15	AFSCME	Nashua Public Works
16	AFSCME	Plymouth Police & Fire
17	AFT	Fremont-Ellis School Support Staff
18	AFT	Hillsborough Town Employees
19	AFT	Keene City Employees
20	AFT	Pittsfield Town Employees
21	ATU	Manchester Transit Authority
22	IAFF	Hampton Fire Officers
23	IAFF	Hanover Professional Firefighters
24	IAFF	Laconia Professional Firefighters
25	IAFF	Nashua Firefighters
26	IAFF	North Hampton Firefighters
27	IAFF	Portsmouth Firefighters
28	IAFF	Seabrook Firefighters
29	NEA	Berlin Educational Support Staff
30	NEA-NH	Andover Education Association
31	NEA-NH	Bedford Education Association
32	NEA-NH	Berlin Education Association
33	NEA-NH	Bethlehem Educational Support Personnel
34	NEA-NH	Concord School Tutors
35	NEA-NH	Deerfield Education Association
36	NEA-NH	Dover Educational Office Personnel
37	NEA-NH	Dover Paraeducators
38	NEA-NH	Dover Teachers Union
39	NEA-NH	Epsom School Support Staff
40	NEA-NH	Exeter Cooperative Teachers
41	NEA-NH	Exeter Paraprofessionals Association
42	NEA-NH	Goshen Lempster Support Personnel
43	NEA-NH	Goshen Lempster Teachers Association
44	NEA-NH	Henniker Teachers Association

Expired Collective Bargaining Agreements as of November 2019

45	NEA-NH	Hollis Education Support Staff
46	NEA-NH	Hollis/Brookline Cooperative Education Association
47	NEA-NH	Hollis/Brookline Education Support Staff
48	NEA-NH	Hopkinton Education Association
49	NEA-NH	John Stark Support Personnel
50	NEA-NH	Keene Tutors, Association of
51	NEA-NH	Kensington Education Association
52	NEA-NH	KSC - Adjunct Association
53	NEA-NH	Laconia School Support Staff
54	NEA-NH	Lempster Education Association
55	NEA-NH	Litchfield Education Association
56	NEA-NH	Litchfield Support Staff Association
57	NEA-NH	Manchester Certified Instructors
58	NEA-NH	Manchester Education Association
59	NEA-NH	Manchester Education Support Personnel
60	NEA-NH	Marlborough Education Association
61	NEA-NH	Merrimack Education Support Staff
62	NEA-NH	Merrimack Teachers Association
63	NEA-NH	Merrimack Valley Support Staff
64	NEA-NH	Milford Educational Personnel Association
65	NEA-NH	Milford Teachers
66	NEA-NH	Milton Education Association
67	NEA-NH	Mont Vernon Education Association
68	NEA-NH	Newfields Paraprofessional Association
69	NEA-NH	Newmarket Teachers Association
70	NEA-NH	Nottingham Teachers Association
71	NEA-NH	Oyster River School Educational Support Personnel
72	NEA-NH	Pittsfield Education Association
73	NEA-NH	Portsmouth Association of Clericals
74	NEA-NH	Portsmouth Teachers, Association of
75	NEA-NH	Raymond Education Association
76	NEA-NH	Seacoast Educational Support Personnel - SAU 21
77	NEA-NH	Somersworth Educational Support Personnel Association
78	NEA-NH	Somersworth School Clerical/Aide
79	NEA-NH	Stratham Paraprofessional Association
80	NEA-NH	Stratham Teachers Association
81	NEA-NH	Wakefield Education Association
82	NEA-NH	Weare Education Association
83	NEA-NH	Wilton Education Association

Expired Collective Bargaining Agreements as of November 2019

84	NEPBA	Barrington Police
85	NEPBA	Epping Police
86	NEPBA	Hanover Police
87	NEPBA	Nashua Police Communications
88	NEPBA	Nashua Police Supervisors
89	NEPBA	Portsmouth Police
90	NEPBA	Seabrook Police
91	NEPBA	Somersworth Police Employees
92	NEPBA	State - NEPBA Local 265, (Probation Parole Ofcrs., I and II)
93	NEPBA	State - NEPBA, Local 260 (Liquor Investigators)
94	NEPBA	State - NEPBA, Local 270 (Probation Parole Officers III)
95	NEPBA	State - NEPBA, Local 40 (Conservation Officers)
96	NEPBA	State - NEPBA, Local 45 (Conservation Supervisors)
97	NHHEU,	CCSNH - Full Time Faculty
98	NHTA	State - NHTA, (Command Staff)
99	NHTA	State - NHTA, (NH Troopers)
100	non-affiliated	Claremont School Administrators
101	non-affiliated	Concord Police Supervisors
102	non-affiliated	Hampton Police
103	non-affiliated	Hampton Police Sergeants Unit
104	non-affiliated	Keene Educational Office Personnel
105	non-affiliated	Lebanon Administrators (School)
106	non-affiliated	Lebanon School Secretaries
107	non-affiliated	Londonderry Town Executive Employees
108	non-affiliated	Manchester Police Patrolman's
109	non-affiliated	Manchester Police Supervisors
110	non-affiliated	Nashua Police Patrolman's
111	non-affiliated	Nashua Principals
112	non-affiliated	Oyster River School Bus Drivers
113	non-affiliated	Portsmouth Fire Officers
114	non-affiliated	Portsmouth Police Civilian Employees
115	non-affiliated	Portsmouth Police Ranking Officers
116	non-affiliated	Portsmouth School Administrators
117	non-affiliated	Rochester Middle Management Group
118	non-affiliated	Rochester Municipal Managers Group
119	non-affiliated	Somersworth City Wastewater
120	OPEIU	Berlin City Office & Professional
121	SEA-NH	Plymouth State University - Adjunct/Lecturers

Expired Collective Bargaining Agreements as of November 2019

122	SEIU	Belknap County Department of Corrections
123	SEIU	Belknap County Nursing Home
124	SEIU	Belknap County Sheriff's Department
125	SEIU	CCSNH - Adjunct Faculty
126	SEIU	CCSNH - Staff
127	SEIU	Coos County Corrections
128	SEIU	Littleton Police
129	SEIU	Seabrook Town Employees
130	SEIU	State - SEA
131	SEIU	State - SEA (Sub-units)
132	SEIU	State - SEA, Retirement System
133	Teamsters	Manchester City Library
134	Teamsters	Manchester Police Support Staff
135	Teamsters	Manchester School Directors & Coordinators
136	Teamsters	Manchester School Principals
137	Teamsters	Manchester Welfare Department
138	Teamsters	Peterborough Town Public Works
139	Teamsters	Rockingham County (Dispatchers)
140	Teamsters	Rockingham County (Legal Assistants & Paralegals)
141	Teamsters	Rockingham County Department of Corrections (Supervisors)
142	Teamsters	Rockingham Venture Park
143	Teamsters	State - Teamsters, Corrections
144	Teamsters	Yankee Greyhound Race Track (Maintenance)
145	Teamsters	Yankee Greyhound Race Track (Officials)
146	Teamsters	Yankee Greyhound Race Track (Security)
147	UAW	Concord School Bus Drivers
148	UAW	Nashua Police Professional Employees



State of New Hampshire

Biennial Report:

New Hampshire Public Employee Labor Relations Board

Report Date.....November 19, 2019
Statutory Basis for Report..... N.H. RSA 273-A:16, III
Reporting Period.....July 1, 2017 to June 30, 2019



State of New Hampshire

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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.
Senator M. Hounsell
Peter Callaghan, Esq. (Alt.)
Glenn Brackett (Alt.)

November 19, 2019

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

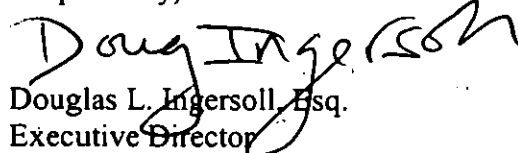
REQUESTED ACTION

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

EXPLANATION

I am filing the enclosed Biennial Report for the period July 1, 2017 to June 30, 2019 (FY 18 & 19) on behalf of the New Hampshire Public Employee Labor Relations Board pursuant to N.H. RSA 273-A:16, III and MOP 2500. More information about the PELRB is available at www.nh.gov/pelrb.

Respectfully,


Douglas L. Ingersoll, Esq.
Executive Director

Enclosure



State of New Hampshire
Public Employee Labor Relations Board

Governor: **Christopher Sununu**

Executive Council:

District 1	Michael J. Cryans
District 2	Andru Volinsky
District 3	Russell E. Prescott
District 4	Theodore L. Gatsas
District 5	Debora B. Pignatelli

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. Senator M. Hounsell Glenn Brackett (alt.)
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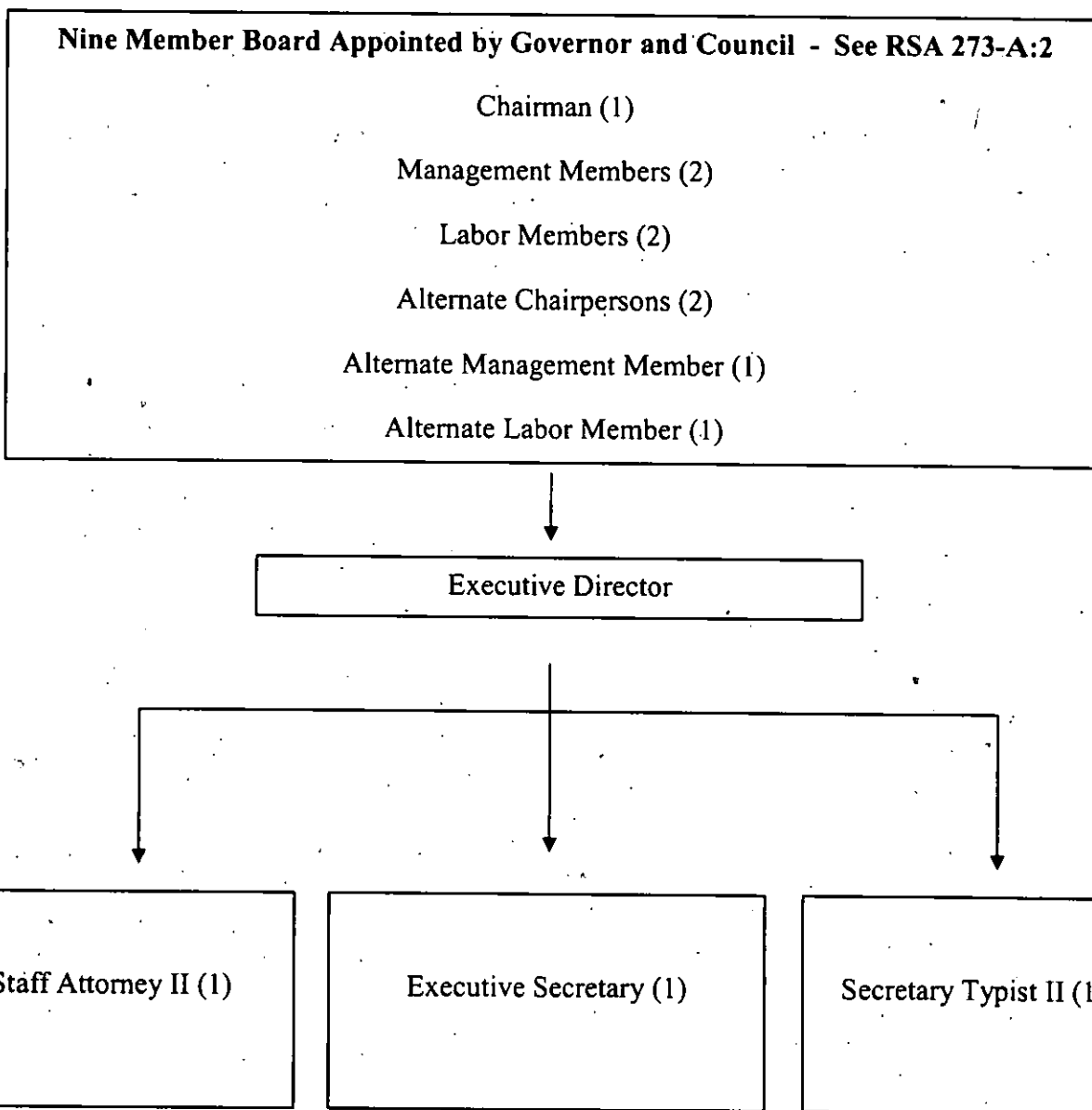
PELRB Executive Director: **Douglas L. Ingersoll, Esq.**



STATE OF NEW HAMPSHIRE

Organizational Chart

[New Hampshire Public Employee Labor Relations Board]





State of New Hampshire
Public Employee Labor Relations Board

This Board was created pursuant to RSA 273-A in 1975 at a time when some public employees already engaged in collective bargaining and strikes and work stoppages were a concern. Strikes are prohibited under the current law, and public employees have had the statutorily protected right since 1975 to participate in the formation of bargaining units and engage in collective bargaining. 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 effectuated 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."

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.



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, 2020]

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

Labor

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

Mark Hounsell
[Term Expires October 29, 2019]

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)

Summary, Receipts and Expenditures, Fiscal Years 2018 and 2019

Receipts		
Description	FY 2018	FY 2019
Unfair Labor Practice Fees and Misc.	1,910	1,950
Expenditures		
Description	FY 2018	FY 2019
Personal Services & Benefits	383,867	393,756
Rents-(2 1/2 Beacon St & Copier)	39,976	40,251
Current Expenses	4,018	4,556
Transfers to DoIT	1,398	2,213
Telecommunications	3,289	3,266
In State Travel Reimbursement	309	883
Total:	432,857	444,925

Overview of PELRB Docket, FY 2018-2019

Category	FY 2019	FY 2018	Total
Decisions Issued	287	200	487
Cases Closed	116	113	229
Unfair Labor Practice Complaints	31	29	716
Certification Petitions	15	14	29
Elections Held	11	3	14
New Bargaining Units	7	3	10
Modification Petitions	38	29	67
Mediation Petitions	7	6	13
Arbitration Petitions	15	27	80
Fact Finding Petitions	1	1	2

**Docket Activity by Case Name
July 1, 2018 - June 30, 2019**

	Petitioner	Respondent
1	AFSCME Council 93 (Administrative and Support Staff)	Town of Hudson
2	AFSCME Council 93, Local 1801	Town of Hudson Highway Department
3	AFSCME Council 93, Local 1801, AFL-CIO	Derry Cooperative School District
4	AFSCME Council 93, Local 1801, Derry Administrative Support Staff	Town of Derry
5	AFSCME Council 93, Local 298, Manchester Central Fleet Mgt.	City of Manchester
6	AFSCME Council 93, Local 365, Nashua Custodial/Janitorial Staff	Nashua School District
7	AFSCME Council 93, Local 3657, AFL-CIO	Town of Hanover & NEPBA Local 27, IUPA, AFL-CIO, Hanover Police Union
8	AFSCME Council 93, Local 534, AFL-CIO	Town of Moultonborough
9	AFSCME Council 93, Londonderry Administrative Employees Association (Town Administrative Employees)	Town of Londonderry
10	AFSCME Council 93, Maplewood Nursing Home Service Employees	Cheshire County, Maplewood Nursing Home
11	AFSCME Local 1801, Londonderry Town Support Staff	Town of Londonderry
12	Amherst Support Staff Association, NEA-NH	Amherst School District
13	Barnstead Educational Support Team, AFT-NH, Local #6322, AFL-CIO	Barnstead School District
14	City of Lebanon	Lebanon Professional Administrative Salaried Employees (LPASE)
15	City of Lebanon &	Teamsters Local 633, Lebanon Professional, Administrative, Salaried Employees (LPASE)
16	City of Manchester	United Steelworkers of America (Local 8938)
17	City of Nashua	International Union-UAW, Local 2232 (Professional Unit)
18	City of Nashua Board of Police Commissioners	Nashua Police Department Civilians, Teamsters Local 633
19	City of Nashua Police Commission	United Federation of Police Officers, Inc.
20	Concord Education Association, Affiliated with NEA/NH	Concord School District

21	Concord Police Patrolmen's Association	City of Concord
22	Dover Teachers' Union, NEA-NH and Dover Paraprofessional Association, NEA-NH	Dover School District
23	Elizabeth Arsenault	Chester School District, SAU #82
24	Ellen Read	Cooperative Alliance for Seacoast Transportation
25	Gilford Education Association, NEA-New Hampshire	Gilford School District
26	Goffstown Educational Support Staff, NEA-NH	Goffstown School District
27	Gorham Support Staff, NEA-NH	Gorham Randolph Shelburne Cooperative School District (formerly Gorham School District)
28	Greenland Support Staff/NH-NEA	Greenland School District
29	Hampton Fire Department Supervisory Association, Affiliated with Hampton Professional Firefighters Association, Local 2664, IAFF	Town of Hampton
30	Hanover Support Staff, NEA-NH	Hanover/Dresden School District
31	Henniker Community School Support Staff, AFT Local #6314, AFT-NH, AFL-CIO	Henniker School Board
32	Hillsboro-Deering Federation of Teachers, NHFT, AFT, AFL-CIO	Hillsboro-Deering Cooperative School Board
33	In the Matter of Seabrook Employees' Association	
34	International Union - UAW Local 2322 (Clerical & Technical Unit)	City of Nashua
35	Jaffrey-Rindge Education Association, Affiliated with NEA-NH	Jaffrey Rindge School District
36	John Stark Teachers' Association, AFT-NH	John Stark Regional School District
37	Keene Clinical Service Providers	Keene School District
38	Keene Education Association, NEA-NH	Keene School District
39	Keene School District	Association of Keene Tutors, NEA-New Hampshire
40	Lin-Wood Education Association, NEA/NH	Lincoln-Woodstock Cooperative School Board
41	Madison Employees' Association, NEA-New Hampshire	Madison School District
42	Madison School Board	Madison Employees Association, NEA-NH
43	Manchester Association of Fire Supervisors Association, IAFF Local 3820 & Manchester Professional Fire Fighters Association, IAFF Local 856	City of Manchester
44	Manchester Education Association, NEA-NH	Manchester School District
45	Manchester Health Department, AFSCME Local 298	City of Manchester
46	Mascenic Regional School District	Mascenic Education Association, NEA-NH

47	Mascoma Valley Regional School District	Mascoma Valley Regional Support Staff/MVREA/NEA-NH
48	Milford Administrative Group	
49	Nashua Police Department Civilians, Teamsters Local 633	City of Nashua Board of Commissioners
50	Nashua Teachers' Union, AFT-Local 1044, AFL-CIO (Unit B - Para-educators)	Nashua School District
51	Nashua Teachers' Union, Unit B, Local #1044, Affiliated with NHFT, AFT, AFL-CIO	Nashua School District
52	National Correctional Employees Union	Rockingham County Department of Corrections
53	NEA-New Hampshire	SAU 35 - Profile High School
54	New England Police Benevolent Association	Town of Bow
55	New England Police Benevolent Association	Town of Alton, Police Department
56	New England Police Benevolent Association	Hillsborough County & Hillsborough County Attorney's Office, Teamsters Local-63
57	New Hampshire Higher Education Union	Community College System of New Hampshire
58	New Hampshire State Police Command Staff, New Hampshire Troopers Association	State of New Hampshire, Department of Safety, Division of State Police
59	New Hampshire Troopers Association	State of New Hampshire, Department of Safety, Division of State Police
60	Newmarket Support Staff / NH-NEA	Newmarket School District
61	Pittsfield Town Employees, AFT #6214, AFT-NH, AFL-CIO	Town of Pittsfield
62	Plymouth Cooperative Education Association, NEA-New Hampshire	Pemi-Baker Cooperative School District
63	Plymouth Regional Educators' Association, NEA-New Hampshire	Pemi-Baker Cooperative School District
64	Portsmouth Police Ranking Officers Association, Affiliated with NEPBA, Inc.	City of Portsmouth
65	Raymond Education Association, NEA-NH	Raymond School District
66	Raymond School District	Raymond Education Association, NEA-NH
67	Raymond School District	Raymond Educational Support Staff, AFT Local 4823, AFT-NH, AFL-CIO
68	Rollinsford Teachers' Association, NEA-NH	Rollinsford School District
69	Rollinsford Teachers' Association, NEA-NH	Rollinsford School District
70	Rye Educational Support Staff Association, NEA-NH	Rye School District
71	SEA, Local 1984, Strafford County Corrections Employees	Strafford County Commissioners
72	SEA/SEIU Local 1984, Belknap County Nursing Home	Belknap County Commissioners
73	Seabrook Employees' Association, Affiliated with Teamsters Local 633 of New Hampshire	Town of Seabrook
74	State Employees' Assoc. of NH, Inc., SEIU Local 1984	Town of Exeter

75	State Employees' Association of New Hampshire, Inc., SEIU Local 1984	Community College System of New Hampshire & New Hampshire Higher Education Union
76	State Employees' Association of New Hampshire, Inc., SEIU Local 1984	Cooperative Alliance for Seacoast Transportation
77	State Employees' Association of NH, Inc., SEIU Local 1984	State of New Hampshire Administrative Office of the Courts
78	State Employees' Association of NH, Inc., SEIU Local 1984	Rockingham County
79	State Employees' Association of NH, Inc., SEIU Local 1984	Town of Exeter
80	State Employees' Association of NH, SEIU Local 1984	State of New Hampshire Liquor Commission
81	State Employees' Association of NH, SEIU Local 1984	New Hampshire Judicial Branch
82	State Employees' Association of NH, SEIU Local 1984	State of New Hampshire, Department of Transportation
83	State Employees' Association of NH, SEIU Local 1984	State of New Hampshire
84	State Employees' Association, Local 1984, Ashland Town Employees	Town of Ashland
85	State Employees' Association, SEIU Local 1984 State of New Hampshire Correction Supervisors	State of New Hampshire Department of Corrections
86	Stratham Paraprofessionals Association, NEA-NH	SAU #16, Stratham School District
87	Tamworth Educational Support Personnel Association, NEA-NH	Tamworth School District
88	Teamsters Local 633	Town of Loudon
89	Teamsters Local 633	Town of Hooksett
90	Teamsters Local 633	Rockingham County Attorney's Office
91	Teamsters Local 633	Sanborn Regional School District, SAU #17
92	Teamsters Local 633	Town of Seabrook and Seabrook Employees' Association, SEIU Local 1984
93	Teamsters Local 633	Town of Seabrook & Seabrook Employees' Association, SEIU Local 1984
94	Teamsters Local 633	Sanborn Regional School District, SAU #17
95	Teamsters Local 633	Town of Seabrook & Seabrook Employees' Association, SEIU Local 1984
96	Teamsters Local 633	Town of Loudon
97	Teamsters Local 633 / Plaistow Town Employees	Town of Plaistow
98	Teamsters Local 633 of New Hampshire	Town of Rye Police Department
99	United Federation of Police Officers, Inc.	City of Nashua Police Commission & UAW Local 2322, Professional Employees of teh Nashua Police Department

100	Weare Educational Support Staff, Local #6349, AFT-NH, AFL-CIO	Weare School District
101	Windham Education Association affiliated with NHEA/NEA	Windham School District, SAU #95

**Docket Activity by Case Name
July 1, 2017 - June 30, 2018**

	Petitioner	Respondent
1	AFSCME Council 93, Local 3657 Conway Police Department	Town of Conway Police Department
2	AFSCME Council 93, Windham School District Employees	Windham School District
3	AFSCME Council 93/Maplewood Nursing Home Employees	Cheshire County/Maplewood Nursing Home
4	AFSCME Local 2301/Seabrook Supervisory Employee Association	Town of Seabrook
5	AFSCME Local 3657, Council 93, AFL-CIO	Town of Goffstown and New England Police, Benevolent Association, IUPA, AFL-CIO
6	AFSCME Local 534, Ossipee Town Employees	Town of Ossipee
7	AFSCME Londonderry Administrative Employees Association (Town Administrative Employees)	Town of Londonderry
8	Amherst Support Staff Association, NEA-NH	Amherst School District
9	Concord School District	Concord Education Association, NEA-NH
10	Gilford Education Association/NEA-NH	Gilford School District
11	Group of Officers	Grafton County Department of corrections and National Correctional Employees Union
12	Group of Officers and Grafton County Department of Corrections	National Correctional Employees Union
13	Hampstead Association of School Staff/NEA-New Hampshire	Hampstead School District, SAU #55
14	Hampstead Support Personnel Association/NEA-New Hampshire	Hampstead School District, SAU #55
15	Internal Affairs Association of New Hampshire	State of New Hampshire, Department of Corrections & SEA, SEIU Local 1984
16	Keene Association of Principals & Supervisors	Keene School District
17	Keene State College Administrative Staff Association, NEA-NH et al	Keene State College
18	Litchfield Support Staff, NEA-NH	Litchfield School District
19	Littleton Teachers Association, Affiliated with NHEA/NEA (Unit "B" Aides & Secretaries	Littleton School District
20	Madison Employees' Association/NEA-NH	Madison School District
21	Manchester Education Association, NEA-NH	Manchester School District
22	Milford Teachers Association/NEA-NH	Milford School District
23	Milton Education Association, Affiliated with NHEA/NEA	Milton School District

24	Mont Vernon Education Association/NEA-New Hampshire	Mont Vernon School District
25	National Correctional Employees Union	Rockingham County Department of Corrections
26	National Correctional Employees Union	Hillsborough County, Department of Corrections
27	NEPBA, Inc., Local 40 (Fish & Game) et. al	State NH, Fish & Game
28	New England Police Benevolent Association	Town of Bow
29	New Hampshire Retirement System	State Employees Association of New Hampshire, Inc., SEIU Local 1984
30	New Hampshire Troopers Association	State of New Hampshire, Department of Safety, Division of State Police
31	NH Dept. of Natural & Cultural Resources (formerly Department of Resources & Economic Development) & NH Dept. of Business & Economic Affairs & NH Dept. of Cultural Resources	State Employees' Association of NH; SEU Local 1984
32	NH Lottery Commission (formerly Sweepstakes Commission) and NH Pari-Mutuel Racing Commission	State Employees' Association of NH, SEIU Local 1984
33	Pittsfield Town Employees, AFT #6214, AFT-NH, AFL-CIO	Town of Pittsfield
34	Portsmouth Police Patrolmen's Union, NEBPA Local 11	City of Portsmouth
35	Prospect Mountain High School Teachers' Association, NEA-NH	Prospect Mountain High School Board
36	Rochester Middle Management Group	City of Rochester
37	Ronald Fournier	National Correctional Employees Union and Grafton County Department of Corrections
38	Salem Educational Personnel Association, NEA-NH	Salem School District, SAU #57
39	SEA of NH, Inc., SEIU Local 1984 also	State of New Hampshire
40	State Employees' Association of NH, SEIU Local 1984	State of New Hampshire, Department of Health and Human Services
41	State of NH Lottery Commission	State Employees' Association of NH, SEIU Local 1984
42	State of NH, Dept. of Business and Economic Affairs	State Employees' Association of NH, SEU Local 1984
43	State of NH, Dept. of Business and Economic Affairs	State Employees' Association of NH, SEU Local 1984
44	State of NH, Dept. of Natural and Cultural Resources	State Employees' Association of NH, SEU Local 1984
45	State of NH, Dept. of Natural and Cultural Resources	State Employees' Association of NH, SEU Local 1984
46	Teamsters Local 633	Loudon Police Department
47	Teamsters Local 633 of New Hampshire, Manchester Police Department Support Staff	City of Manchester Police Department

48	United Auto Workers, Local 2232 (Clerical & Technical Employees)	City of Concord
49	United Food and Commercial Workers, Local 1445	Derry Cooperative School District

Current (non-expired) Collective Bargaining Agreements as of November 2019

1	AAUP	Plymouth State University - Faculty
2	AAUP	UNH - Professors
3	AFSCME	Amherst Police
4	AFSCME	Belmont Town Employees (Fire)
5	AFSCME	Belmont Town Employees (Police)
6	AFSCME	Belmont Town Employees (Public Works)
7	AFSCME	Berlin Police
8	AFSCME	Brookline Police
9	AFSCME	Canaan Police Employees
10	AFSCME	Carroll County - Mountain View Nursing Home
11	AFSCME	Cheshire County Nursing Home (Maplewood)
12	AFSCME	Claremont City Support Staff
13	AFSCME	Claremont Police
14	AFSCME	Claremont Public Works
15	AFSCME	Concord Public Works
16	AFSCME	Conway Police
17	AFSCME	Conway Public Works
18	AFSCME	Conway School Employees
19	AFSCME	Derry Educational Assistants
20	AFSCME	Derry Town Administrative Support Staff
21	AFSCME	Dover Public Works
22	AFSCME	Durham Public Works
23	AFSCME	Franklin School Custodians
24	AFSCME	Franklin School Support Staff
25	AFSCME	Gilford Public Works Employees
26	AFSCME	Gorham Police
27	AFSCME	Hanover Dresden School Custodians
28	AFSCME	Hillsborough County Department of Corrections
29	AFSCME	Hillsborough County Nursing Home
30	AFSCME	Hollis Public Safety Employees
31	AFSCME	Hollis Town Employees
32	AFSCME	Hooksett Public Works
33	AFSCME	Hudson School Department Heads
34	AFSCME	Jaffrey Police
35	AFSCME	Jaffrey Public Works
36	AFSCME	Keene Public Works
37	AFSCME	Keene School Custodians
38	AFSCME	Laconia Public Works
39	AFSCME	Lebanon Public Works
40	AFSCME	Litchfield Police
41	AFSCME	Londonderry Police & Safety Employees
42	AFSCME	Londonderry School Custodians
43	AFSCME	Londonderry School Support Staff
44	AFSCME	Londonderry (Town) Administrative Employees
45	AFSCME	Londonderry (Town) Administrative Employees - Public Safety

Current (non-expired) Collective Bargaining Agreements as of November 2019

46	AFSCME	Londonderry Town Employees
47	AFSCME	Manchester Facilities Division
48	AFSCME	Manchester Central Fleet Management
49	AFSCME	Manchester Housing Authority
50	AFSCME	Manchester Master Contract
51	AFSCME	Merrimack Public Safety Officers
52	AFSCME	Merrimack Public Works
53	AFSCME	Milford Police
54	AFSCME	Nashua Housing Authority
55	AFSCME	Nashua School Custodians
56	AFSCME	Newport Police
57	AFSCME	Newport Public Works
58	AFSCME	Ossipee Town Employees
59	AFSCME	Pelham Firefighters, Public Works & Municipal
60	AFSCME	Pelham Police
61	AFSCME	Portsmouth City Employees
62	AFSCME	Portsmouth City Employees - B
63	AFSCME	Portsmouth Non-Supervisory Cafeteria Employees
64	AFSCME	Portsmouth School Custodians
65	AFSCME	Raymond Town Employees
66	AFSCME	Rochester Public Works
67	AFSCME	Rochester School Buildings & Grounds
68	AFSCME	Salem Public Works
69	AFSCME	Seabrook Town Supervisors
70	AFSCME	Somersworth Public Works
71	AFSCME	Sullivan County Nursing Home
72	AFSCME	Weare Police Employees
73	AFSCME	Windham Police
74	AFSCME	Windham School Assistants (Instructional Assistants)
75	AFSCME	Windham Support Staff (Town)
76	AFSCME	Winnisquam School Custodians
77	AFSCME	Winnisquam School Paraprofessional Employees
78	AFT	Wolfeboro Town Employees
79	AFT	Barnstead Educational Support Team
80	AFT	Ellis School Support Staff
81	AFT	Farmington School Custodians
82	AFT	Henniker Support Staff Association
83	AFT	Hillsboro Deering Federation of Teachers
84	AFT	Hillsboro-Deering Support Staff
85	AFT	Hudson Federation of Teachers
86	AFT	Hudson Paraprofessionals & Cafeteria
87	AFT	Hudson School Secretaries
88	AFT	Nashua Public Library
89	AFT	Nashua Teachers Union

Current (non-expired) Collective Bargaining Agreements as of November 2019

90	AFT	Nashua Teachers Union, Unit D (Food Service)
91	AFT	Nashua Teachers Union, Paraprofessionals
92	AFT	Nashua Teachers Union, Secretaries
93	AFT	Newfound Teachers Union
94	AFT	Oyster River School Paraprofessional & Support Staff
95	AFT	Raymond Education Support Staff
96	AFT	Rochester Federation of Teachers
97	AFT	Rochester School Food Service
98	AFT	Rochester School Paraprofessionals
99	AFT-NH	Weare Education Support Staff
100	AFT-NH	Keene Police
101	AFT-NH	Keene Police Supervisors
102	AFT-NH	Timberlane School Support Staff
103	IAFF	Timberlane Teachers Association
104	IAFF	Bedford Professional Firefighters
105	IAFF	Berlin Firefighters
106	IAFF	Claremont Firefighters
107	IAFF	Concord Fire Officers
108	IAFF	Concord Firefighters
109	IAFF	Derry Firefighters
110	IAFF	Derry Fire Officers
111	IAFF	Dover Fire Officers
112	IAFF	Dover Firefighters
113	IAFF	Durham Firefighters
114	IAFF	Exeter Professional Firefighters
115	IAFF	Goffstown Professional Firefighters
116	IAFF	Hampton Firefighters
117	IAFF	Hooksett Firefighters
118	IAFF	Hudson Firefighters
119	IAFF	Londonderry Firefighters
120	IAFF	Manchester Firefighters
121	IAFF	Merrimack Firefighters
122	IAFF	Pelham Firefighters
123	IAFF	Rochester Firefighters
124	IAFF	Rye Firefighters
125	IAFF	Salem Firefighters
126	IAFF	Somersworth Firefighters
127	IBEW	Windham Firefighters
128	ICWU	Littleton Town Water & Light
129	ICWU	Hillsborough County Nursing Home Supervisors
130	IUOE	Merrimack County Nursing Home
131	NCEU	Pembroke Public Works
132	NCEU	Carroll County Corrections
133	NCEU	Merrimack County Corrections Local 115

Current (non-expired) Collective Bargaining Agreements as of November 2019

134	NCEU	Rockingham County Department of Corrections (Officers)
135	NEA	Sullivan County Dept. of Corrections
136	NEA	Epping Paraprofessional Association
137	NEA	Littleton School Support Staff
138	NEA	Littleton Teachers
139	NEA	Salem School Custodians Employees Association
140	NEA-NH	Allenstown Education Association
141	NEA-NH	Allenstown Paraprofessional Association
142	NEA-NH	Alton Teachers Association
143	NEA-NH	Amherst Education Association
144	NEA-NH	Amherst Support Staff Association
145	NEA-NH	Andover Education Support Staff
146	NEA-NH	Auburn Education Association
147	NEA-NH	Barnstead Education Association
148	NEA-NH	Barrington Education Association
149	NEA-NH	Barrington Paraprofessional Association
150	NEA-NH	Bartlett Education Association
151	NEA-NH	Bedford Educational Personnel Association
152	NEA-NH	Bedford Educational Support Staff
153	NEA-NH	Bethlehem Education Association
154	NEA-NH	Bow Education Association
155	NEA-NH	Bow Education Support Staff
156	NEA-NH	Brentwood Teachers Association
157	NEA-NH	Brookline Education Support Staff
158	NEA-NH	Brookline Teachers Association
159	NEA-NH	Campton Association of Educators
160	NEA-NH	Candia Education Association
161	NEA-NH	Candia Education Support Professionals Association
162	NEA-NH	Chester Education Association
163	NEA-NH	Chester Educational Support Staff
164	NEA-NH	Chesterfield Education Association
165	NEA-NH	Chesterfield School Support Staff
166	NEA-NH	Chichester Teachers' Education Association
167	NEA-NH	Claremont Teachers (Sugar River Education Association)
168	NEA-NH	Claremont Association of Maintenance and Transportation Employees
169	NEA-NH	Claremont School Secretaries
170	NEA-NH	Colebrook Education Association
171	NEA-NH	Concord Education Association
172	NEA-NH	Conway Education Association
173	NEA-NH	Conway Education Support Personnel
174	NEA-NH	Cornish Education Association
175	NEA-NH	Deerfield Paraeducators Association

Current (non-expired) Collective Bargaining Agreements as of November 2019

176	NEA-NH	Derry Education Association
177	NEA-NH	(Dresden) Hanover Education Association
178	NEA-NH	Dunbarton Education Association
179	NEA-NH	East Kingston Teachers
180	NEA-NH	Epping Education Association
181	NEA-NH	Epsom Teachers
182	NEA-NH	Exeter Cooperative Paraprofessionals Association
183	NEA-NH	Exeter Education Association
184	NEA-NH	Fall Mountain Educational Support Personnel
185	NEA-NH	Fall Mountain Teachers
186	NEA-NH	Farmington Education Support Professionals
187	NEA-NH	Farmington Teachers Association
188	NEA-NH	Franklin Education Association
189	NEA-NH	Freedom Employees Association (Teachers)
190	NEA-NH	Fremont Education Association
191	NEA-NH	Gilford Education Association
192	NEA-NH	Gilmanton Education Association
193	NEA-NH	Goffstown Education Association
194	NEA-NH	Goffstown School Support Staff
195	NEA-NH	Gorham-Randolph Shelburne Cooperative Teachers Association
196	NEA-NH	Gorham Randolph Shelburne Cooperative Support Staff
197	NEA-NH	Governor Wentworth Education Association
198	NEA-NH	Governor Wentworth Support Staff
199	NEA-NH	Grantham Education Association
200	NEA-NH	Greenland Coastal Teachers
201	NEA-NH	Groveton Support Staff
202	NEA-NH	Groveton Teachers Association
203	NEA-NH	Hampstead Association of School Staff
204	NEA-NH	Hampstead Education Association
205	NEA-NH	Hampstead Support Personnel Association
206	NEA-NH	Hanover (Dresden) Education Association
207	NEA-NH	Hanover School Support
208	NEA-NH	Harrisville Education Association
209	NEA-NH	Haverhill Co-op Education Association
210	NEA-NH	Haverhill Co-op School Support
211	NEA-NH	Hinsdale Federation of Teachers
212	NEA-NH	Hinsdale Support Staff Association
213	NEA-NH	Holderness Education Association
214	NEA-NH	Holderness Support Staff
215	NEA-NH	Hollis Education Association
216	NEA-NH	Hooksett Education Association
217	NEA-NH	Hooksett Support Professional Association
218	NEA-NH	Hopkinton Educational Support Staff

Current (non-expired) Collective Bargaining Agreements as of November 2019

219	NEA-NH	Inter Lakes Education Association
220	NEA-NH	Inter Lakes Support Staff Association
221	NEA-NH	Jaffrey-Rindge Education Association
222	NEA-NH	Jaffrey-Rindge Support Staff
223	NEA-NH	John Stark Regional Teachers
224	NEA-NH	Kearsarge Education Association
225	NEA-NH	Kearsarge Para-Educators Association
226	NEA-NH	Keene Association of Principals & Supervisors
227	NEA-NH	Keene Education Association
228	NEA-NH	Keene Paraprofessionals Association
229	NEA-NH	KSC - Administrative Staff Association
230	NEA-NH	KSC - College Staff Association
231	NEA-NH	KSC - Directors & Supervisors
232	NEA-NH	KSC - Education
233	NEA-NH	Laconia Education Association
234	NEA-NH	Laconia Educational Assistants
235	NEA-NH	Lafayette Education Association
236	NEA-NH	Lebanon Education Association
237	NEA-NH	Lebanon School Support Staff
238	NEA-NH	Lempster Education Support Personnel Association
239	NEA-NH	Lin-Wood Education Association
240	NEA-NH	Lisbon School Paraprofessionals
241	NEA-NH	Lisbon Teachers Association
242	NEA-NH	Londonderry Education Association
243	NEA-NH	Lyme Education Association
244	NEA-NH	Madison Employees
245	NEA-NH	Marlow Education Association
246	NEA-NH	Mascenic Education Association
247	NEA-NH	Mascenic Education Support Staff
248	NEA-NH	Mascoma Valley Education Association
249	NEA-NH	Mascoma Valley School Support Personnel
250	NEA-NH	Merrimack Valley Education Association
251	NEA-NH	Milford Educational Support Personnel
252	NEA-NH	Monadnock Education Association
253	NEA-NH	Monadnock Education Support Staff
254	NEA-NH	Monroe School Support Staff
255	NEA-NH	Monroe Teachers Association
256	NEA-NH	Moultonborough School Staff Association
257	NEA-NH	New Boston Education Association
258	NEA-NH	New Boston Support Staff Association
259	NEA-NH	Newfields Staff Association
260	NEA-NH	Newington - Coastal Teachers
261	NEA-NH	Newport Support Staff (School)
262	NEA-NH	Newport Teachers Association
263	NEA-NH	Northwood Education Support Personnel

Current (non-expired) Collective Bargaining Agreements as of November 2019

264	NEA-NH	Northwood Teachers Association
265	NEA-NH	Nottingham Paraprofessional Association
266	NEA-NH	Oyster River Teachers' Guild
267	NEA-NH	Pelham Education Association
268	NEA-NH	Pelham Educational Support Staff
269	NEA-NH	Pembroke Education Association
270	NEA-NH	Pittsburg Education Association
271	NEA-NH	Plainfield Education Association
272	NEA-NH	Plainfield Support Staff
273	NEA-NH	Plymouth Education Association - Sidebar
274	NEA-NH	Plymouth Regional Educators' Association
275	NEA-NH	Plymouth Regional Educational Support Staff
276	NEA-NH	Portsmouth School Paraprofessionals
277	NEA-NH	Profile Education Association
278	NEA-NH	Profile Support Staff Association
279	NEA-NH	Prospect Mountain Teachers Association
280	NEA-NH	Rollinsford Education Association
281	NEA-NH	Rumney Teachers Association
282	NEA-NH	Rye Coastal Teachers Association
283	NEA-NH	Rye Educational Support Personnel Association
284	NEA-NH	Salem Association of Food Service
285	NEA-NH	Salem Education Association
286	NEA-NH	Salem Educational Personnel Association
287	NEA-NH	Salem Educational Support Personnel Association
288	NEA-NH	Sanborn Education Association
289	NEA-NH	Sanborn Education Support Staff
290	NEA-NH	Seacoast Education Association - SAU 90
291	NEA-NH	Seacoast Educational Support Personnel - SAU 90
292	NEA-NH	Seacoast Education Association - SAU 21
293	NEA-NH	Shaker Regional Education Association
294	NEA-NH	Shaker Regional Education Support Professionals
295	NEA-NH	Somersworth Association of Educators
296	NEA-NH	Strafford Education Association
297	NEA-NH	Stratford Teachers Association
298	NEA-NH	Sugar River Education Association
299	NEA-NH	Sunapee Teachers
300	NEA-NH	Tamworth Education Association
301	NEA-NH	Tamworth Education Support Personnel
302	NEA-NH	Thornton Education Association
303	NEA-NH	Thornton School Support Staff
304	NEA-NH	Unity Education Association
305	NEA-NH	UNH - Law Faculty
306	NEA-NH	Wakefield Paraprofessional Union
307	NEA-NH	Waterville Valley Education Association
308	NEA-NH	Wentworth Education Association

Current (non-expired) Collective Bargaining Agreements as of November 2019

309	NEA-NH	Westmoreland Teachers
310	NEA-NH	White Mountain Education Association
311	NEA-NH	White Mountain Education Support Personnel
312	NEA-NH	Wilton-Lyndeborough Cooperative Support Staff
313	NEA-NH	Wilton-Lyndeborough Teachers
314	NEA-NH	Winchester School Support Staff
315	NEA-NH	Winchester Teachers Association
316	NEA-NH	Windham Education Association
317	NEA-NH	Winnisquam Teachers Association
318	NEPBA	Auburn Police Union
319	NEPBA	Derry Police Patrolman's
320	NEPBA	Durham Police
321	NEPBA	Farmington Police
322	NEPBA	Goffstown Police Dispatchers & Clerks
323	NEPBA	Hampstead Police
324	NEPBA	Hillsborough Police
325	NEPBA	Lebanon Police Benevolent
326	NEPBA	Merrimack County Sheriffs
327	NEPBA	Merrimack Dispatchers & Support Staff
328	NEPBA	Merrimack Police
329	NEPBA	Moultonborough Police
330	NEPBA	Rochester Police
331	NEPBA	Rochester Police Communications
332	NEPBA	Rockingham County Sheriff's Department (Supervisors)
333	NEPBA	Strafford County Sheriffs
334	NEPBA	Tilton Police Officers
335	NEPBA	Wolfeboro Police Employees
336	NHFT	Campton Education Support Personnel
337	non-affiliated	Ashland Teachers Association
338	non-affiliated	Claremont Association of Paraprofessionals
339	non-affiliated	Concord Police Patrolmen
340	non-affiliated	Concord School Administrators
341	non-affiliated	Concord School Maintenance & Transportation Employees
342	non-affiliated	Dover Municipal Employees
343	non-affiliated	Dover Police Association
344	non-affiliated	Dover Police Administrators
345	non-affiliated	Dover Professional Employees Association
346	non-affiliated	Durham Professional Municipal Managers
347	non-affiliated	Exeter Area Administrator's Association
348	non-affiliated	Exeter Police
349	non-affiliated	Governor Wentworth Administrative Team
350	non-affiliated	Hudson Fire, Police & Town Supervisors
351	non-affiliated	Keene Fire Supervisors
352	non-affiliated	Keene Firefighters

Current (non-expired) Collective Bargaining Agreements as of November 2019

353	non-affiliated	Laconia Police
354	non-affiliated	Lebanon School Administration Group
355	non-affiliated	Londonderry Allied Health Professionals (School)
356	non-affiliated	Manchester Fire Supervisors
357	non-affiliated	Milford Administrative Group
358	non-affiliated	Monadnock School Specialists
359	non-affiliated	Nashua Association of School Administrators & Supervisors
360	non-affiliated	New Castle Teachers Organization
361	non-affiliated	Newington Firefighters
362	non-affiliated	Portsmouth Professional Management Association
363	non-affiliated	Portsmouth School Custodial Supervisors
364	non-affiliated	Portsmouth Supervisory Management Alliance
365	non-affiliated	Rochester School Administrators
366	non-affiliated	Salem Public Administrators Association
367	non-affiliated	Somersworth Public Administrators Association
368	SEIU	Ashland Town Employees
369	SEIU	Bedford Police
370	SEIU	CCSNH - Staff
371	SEIU	Derry PATE
372	SEIU	Derry Police Supervisors
373	SEIU	Exeter Public Works & Town Employees
374	SEIU	Franklin City Municipal Services
375	SEIU	Hampton Public Works
376	SEIU	Laconia Administration & Technical Employees
377	SEIU	Meredith Town
378	SEIU	Merrimack County DOC
379	SEIU	North Conway Water Precinct
380	SEIU	Rochester Municipal Employees Association
381	SEIU	Salem Administrative & Technical Employees
382	SEIU	State - SEA (Court Assistants)
383	SEIU	Strafford County Corrections
384	SEIU	Strafford County Riverside Rest Home
385	Teamsters	Atkinson Police
386	Teamsters	Bedford Public Works
387	Teamsters	Belknap County Support Staff
388	Teamsters	Berlin City Dept. Heads
389	Teamsters	Carroll County Sheriff's Department
390	Teamsters	Cheshire County Corrections
391	Teamsters	Cheshire County Sheriff's
392	Teamsters	Derry (New Derry) Public Works
393	Teamsters	Farmington Public Works
394	Teamsters	Franklin Police
395	Teamsters	Gilford Police Employees
396	Teamsters	Goffstown Public Works

Current (non-expired) Collective Bargaining Agreements as of November 2019

397	Teamsters	Hampton Town Employees
398	Teamsters	Hillsborough County Attorneys
399	Teamsters	Hillsborough County Department of Corrections Supervisors
400	Teamsters	Hooksett Police
401	Teamsters	Hopkinton School Custodians
402	Teamsters	Hudson School Custodians & Electricians & HVAC Technicians
403	Teamsters	KSC - Campus Safety
404	Teamsters	Lebanon Professional Administration & Salaried Employees
405	Teamsters	Lincoln Police Employees
406	Teamsters	Manchester Airport Authority
407	Teamsters	Merrimack Town Mid-Management Employees
408	Teamsters	Milford Town Employees
409	Teamsters	Nashua Police Civilians
410	Teamsters	Newmarket Police
411	Teamsters	North Hampton Town Employees
412	Teamsters	Pittsfield Police Employees
413	Teamsters	Plaistow Police
414	Teamsters	Plaistow Town
415	Teamsters	Raymond Police Employees
416	Teamsters	Rochester Librarians
417	Teamsters	Rockingham County (Maintenance)
418	Teamsters	Rockingham County Deputy Sheriff's Department
419	Teamsters	Rye Police
420	Teamsters	Rye Town Employees
421	Teamsters	Salem Police
422	Teamsters	Sandown Police
423	Teamsters	State - Teamsters (Court Security Officers)
424	Teamsters	UNH - Police
425	UAW	Concord Administration UAW
426	UAW	Concord School Custodians
427	UAW	Concord School Food Service
428	UAW	Nashua City Clerical & Technical Unit
429	UAW	Nashua City Professional Unit
430	UE	Grafton County Nursing Home
431	USWA	Manchester Water Works

Expired Collective Bargaining Agreements as of November 2019

1	AAUP	UNH - Lecturers
2	AFSCME	Berlin Public Works & Recreation
3	AFSCME	Berlin School Custodians & Bus Drivers
4	AFSCME	Berlin Water Works
5	AFSCME	Coos County Nursing Home Berlin
6	AFSCME	Hanover Public Works
7	AFSCME	Hillsborough County Sheriffs
8	AFSCME	Hollis Police
9	AFSCME	Hudson Administration & Support Staff
10	AFSCME	Hudson Police
11	AFSCME	Hudson Public Works
12	AFSCME	Littleton Town Employees
13	AFSCME	Manchester Health Department
14	AFSCME	Manchester School Paraprofessionals
15	AFSCME	Nashua Public Works
16	AFSCME	Plymouth Police & Fire
17	AFT	Fremont-Ellis School Support Staff
18	AFT	Hillsborough Town Employees
19	AFT	Keene City Employees
20	AFT	Pittsfield Town Employees
21	ATU	Manchester Transit Authority
22	IAFF	Hampton Fire Officers
23	IAFF	Hanover Professional Firefighters
24	IAFF	Laconia Professional Firefighters
25	IAFF	Nashua Firefighters
26	IAFF	North Hampton Firefighters
27	IAFF	Portsmouth Firefighters
28	IAFF	Seabrook Firefighters
29	NEA	Berlin Educational Support Staff
30	NEA-NH	Andover Education Association
31	NEA-NH	Bedford Education Association
32	NEA-NH	Berlin Education Association
33	NEA-NH	Bethlehem Educational Support Personnel
34	NEA-NH	Concord School Tutors
35	NEA-NH	Deerfield Education Association
36	NEA-NH	Dover Educational Office Personnel
37	NEA-NH	Dover Paraeducators
38	NEA-NH	Dover Teachers Union
39	NEA-NH	Epsom School Support Staff
40	NEA-NH	Exeter Cooperative Teachers
41	NEA-NH	Exeter Paraprofessionals Association
42	NEA-NH	Goshen Lempster Support Personnel
43	NEA-NH	Goshen Lempster Teachers Association
44	NEA-NH	Henniker Teachers Association

Expired Collective Bargaining Agreements as of November 2019

45	NEA-NH	Hollis Education Support Staff
46	NEA-NH	Hollis/Brookline Cooperative Education Association
47	NEA-NH	Hollis/Brookline Education Support Staff
48	NEA-NH	Hopkinton Education Association
49	NEA-NH	John Stark Support Personnel
50	NEA-NH	Keene Tutors, Association of
51	NEA-NH	Kensington Education Association
52	NEA-NH	KSC - Adjunct Association
53	NEA-NH	Laconia School Support Staff
54	NEA-NH	Lempster Education Association
55	NEA-NH	Litchfield Education Association
56	NEA-NH	Litchfield Support Staff Association
57	NEA-NH	Manchester Certified Instructors
58	NEA-NH	Manchester Education Association
59	NEA-NH	Manchester Education Support Personnel
60	NEA-NH	Marlborough Education Association
61	NEA-NH	Merrimack Education Support Staff
62	NEA-NH	Merrimack Teachers Association
63	NEA-NH	Merrimack Valley Support Staff
64	NEA-NH	Milford Educational Personnel Association
65	NEA-NH	Milford Teachers
66	NEA-NH	Milton Education Association
67	NEA-NH	Mont Vernon Education Association
68	NEA-NH	Newfields Paraprofessional Association
69	NEA-NH	Newmarket Teachers Association
70	NEA-NH	Nottingham Teachers Association
71	NEA-NH	Oyster River School Educational Support Personnel
72	NEA-NH	Pittsfield Education Association
73	NEA-NH	Portsmouth Association of Clericals
74	NEA-NH	Portsmouth Teachers, Association of
75	NEA-NH	Raymond Education Association
76	NEA-NH	Seacoast Educational Support Personnel - SAU 21
77	NEA-NH	Somersworth Educational Support Personnel Association
78	NEA-NH	Somersworth School Clerical/Aide
79	NEA-NH	Stratham Paraprofessional Association
80	NEA-NH	Stratham Teachers Association
81	NEA-NH	Wakefield Education Association
82	NEA-NH	Weare Education Association
83	NEA-NH	Wilton Education Association

Expired Collective Bargaining Agreements as of November 2019

84	NEPBA	Barrington Police
85	NEPBA	Epping Police
86	NEPBA	Hanover Police
87	NEPBA	Nashua Police Communications
88	NEPBA	Nashua Police Supervisors
89	NEPBA	Portsmouth Police
90	NEPBA	Seabrook Police
91	NEPBA	Somersworth Police Employees
92	NEPBA	State - NEPBA Local 265, (Probation Parole Ofcrs., I and II)
93	NEPBA	State - NEPBA, Local 260 (Liquor Investigators)
94	NEPBA	State - NEPBA, Local 270 (Probation Parole Officers III)
95	NEPBA	State - NEPBA, Local 40 (Conservation Officers)
96	NEPBA	State - NEPBA, Local 45 (Conservation Supervisors)
97	NHHEU,	CCSNH - Full Time Faculty
98	NHTA	State - NHTA, (Command Staff)
99	NHTA	State - NHTA, (NH Troopers)
100	non-affiliated	Claremont School Administrators
101	non-affiliated	Concord Police Supervisors
102	non-affiliated	Hampton Police
103	non-affiliated	Hampton Police Sergeants Unit
104	non-affiliated	Keene Educational Office Personnel
105	non-affiliated	Lebanon Administrators (School)
106	non-affiliated	Lebanon School Secretaries
107	non-affiliated	Londonderry Town Executive Employees
108	non-affiliated	Manchester Police Patrolman's
109	non-affiliated	Manchester Police Supervisors
110	non-affiliated	Nashua Police Patrolman's
111	non-affiliated	Nashua Principals
112	non-affiliated	Oyster River School Bus Drivers
113	non-affiliated	Portsmouth Fire Officers
114	non-affiliated	Portsmouth Police Civilian Employees
115	non-affiliated	Portsmouth Police Ranking Officers
116	non-affiliated	Portsmouth School Administrators
117	non-affiliated	Rochester Middle Management Group
118	non-affiliated	Rochester Municipal Managers Group
119	non-affiliated	Somersworth City Wastewater
120	OPEIU	Berlin City Office & Professional
121	SEA-NH	Plymouth State University - Adjunct/Lecturers

Expired Collective Bargaining Agreements as of November 2019

122	SEIU	Belknap County Department of Corrections
123	SEIU	Belknap County Nursing Home
124	SEIU	Belknap County Sheriff's Department
125	SEIU	CCSNH - Adjunct Faculty
126	SEIU	CCSNH - Staff
127	SEIU	Coos County Corrections
128	SEIU	Littleton Police
129	SEIU	Seabrook Town Employees
130	SEIU	State - SEA
131	SEIU	State - SEA (Sub-units)
132	SEIU	State - SEA, Retirement System
133	Teamsters	Manchester City Library
134	Teamsters	Manchester Police Support Staff
135	Teamsters	Manchester School Directors & Coordinators
136	Teamsters	Manchester School Principals
137	Teamsters	Manchester Welfare Department
138	Teamsters	Peterborough Town Public Works
139	Teamsters	Rockingham County (Dispatchers)
140	Teamsters	Rockingham County (Legal Assistants & Paralegals)
141	Teamsters	Rockingham County Department of Corrections (Supervisors)
142	Teamsters	Rockingham Venture Park
143	Teamsters	State - Teamsters, Corrections
144	Teamsters	Yankee Greyhound Race Track (Maintenance)
145	Teamsters	Yankee Greyhound Race Track (Officials)
146	Teamsters	Yankee Greyhound Race Track (Security)
147	UAW	Concord School Bus Drivers
148	UAW	Nashua Police Professional Employees