

**STATE OF NEW HAMPSHIRE**  
**PUBLIC EMPLOYEE LABOR RELATIONS BOARD**



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**Executive Director:**

Douglas L. Ingersoll, Esq.

**Board Members:**

Michele E. Kenney, Esq.  
James M. O'Mara, Jr.  
Carol M. Granfield  
Richard J. Laughton, Jr.  
Senator M. Hounsell  
David J.T. Burns, Esq. (Alt.)  
Glenn Brackett (Alt.)

April 4, 2016

Her Excellency, Governor Margaret Wood Hassan  
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, 2013 to June 30, 2016 (FY 14 & 15) 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](http://www.nh.gov/pelrb).

Respectfully,

  
Douglas L. Ingersoll, Esq.  
Executive Director

Enclosure



## State of New Hampshire

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ORIGINAL



**State of New Hampshire**

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**Biennial Report:**

**New Hampshire Public Employee Labor Relations Board**

Report Date..... March, 2016  
Statutory Basis for Report..... N.H. RSA 273-A:16, III  
Reporting Period..... July 1, 2013 to June 30, 2015



**State of New Hampshire**  
Public Employee Labor Relations Board

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*Governor:* **Margaret Wood Hassan**

*Executive Council:*

District 1	<b>Joseph D. Kenney</b>
District 2	<b>Colin Van Ostern</b>
District 3	<b>Christopher T. Sununu</b>
District 4	<b>Christopher C. Pappas</b>
Distirct 5	<b>David K. Wheeler</b>

*PELRB Board:*

Chair	<b>Michele E. Kenney, Esq.</b> <b>David J. Burns, Esq. (alt.)</b>
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Management	<b>Carol M. Granfield</b> <b>James M. O'Mara, Jr.</b>
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Labor	<b>Richard J. Laughton, Jr.</b> <b>Senator M. Hounsell</b> <b>Glenn Brackett (alt.)</b>
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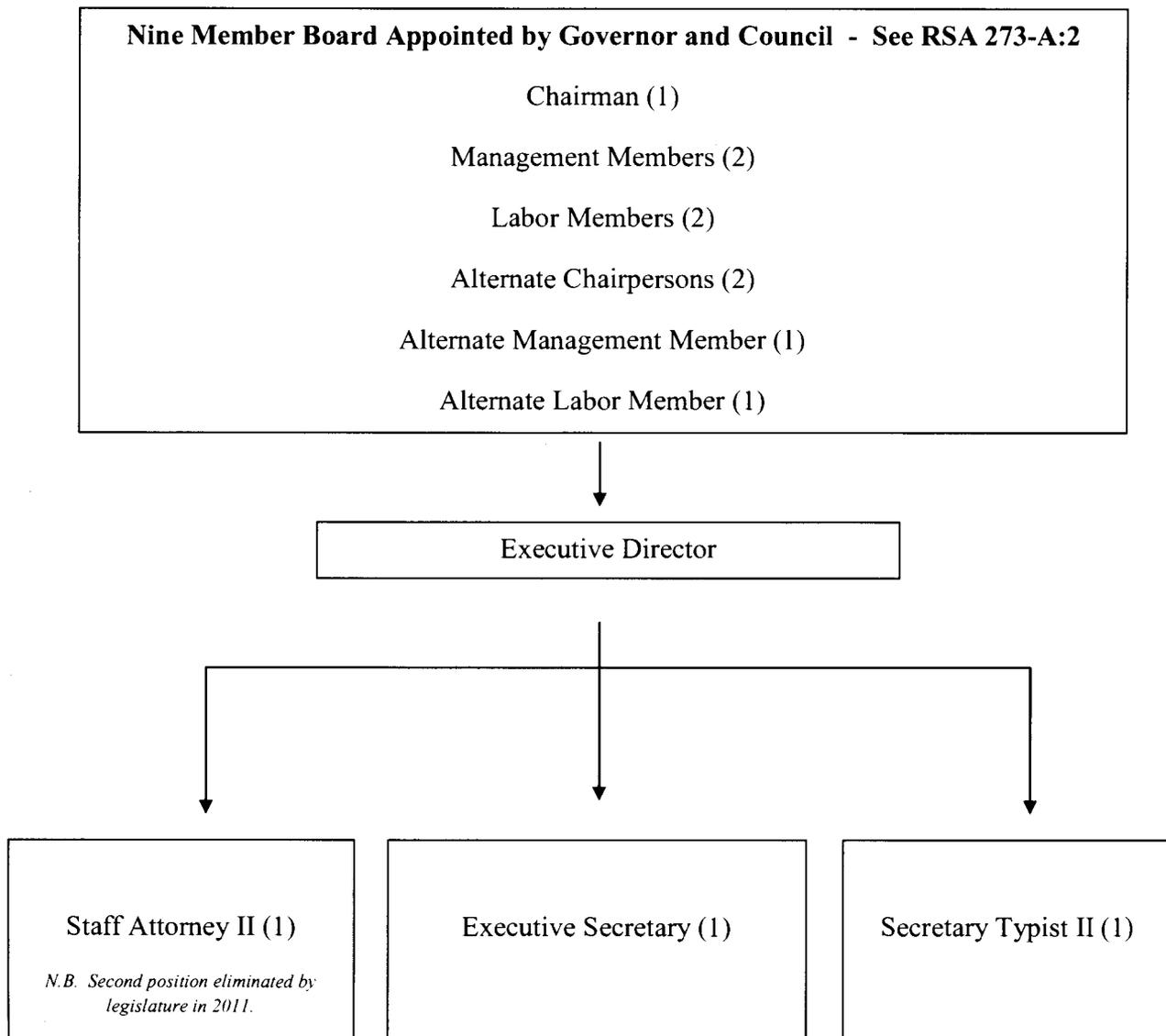
*PELRB Executive Director:* **Douglas L. Ingersoll, Esq.**



# 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.

**Adjudicatory Hearings:**

RSA 273-A mandates the conduct of adjudicatory hearing within 45 days of the filing date for unfair labor practice complaints. Representation and other petitions follow a similar time line. The PELRB hearing room is used to conduct public contested hearings on the record. This involves the presentation of evidence by sworn testimony from witnesses, the submission of exhibits, as well as written and oral argument. These proceedings may involve two to three parties, their representatives, multiple witnesses, observers, and PELRB staff and board members, all filling the hearing room to and beyond capacity. There is no security provided during such proceedings, and existing PELRB space does not allow for secure separation between staff and the public.

**Decisions:**

The PELRB resolves contested cases with the issuance of comprehensive written decisions which provide the factual and legal basis for the ruling. Per RSA 273-A, decisions on unfair labor practice complaints are to issue within 45 days of the close of the record, usually determined by the date established for the submission of post-hearing briefs. A similar timeline is followed for representation and other petitions. All decisions dating to 1976 are available on the website. 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.

**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 available for employment by the public employers and exclusive representatives/unions in areas such as collective bargaining mediation and fact finding as well as arbitration.

**Collective bargaining:**

Parties to collective bargaining agreements are required to file their contracts with the PELRB. These agreements are available on this website. PELRB Board members and PELRB staff do not negotiate or approve collective bargaining agreements; that is the statutory responsibility of the public employer, bargaining unit exclusive representatives, and the local legislative body. Parties to the negotiating process are required to bargain in good faith, but this obligation does not mean they are obligated to reach agreement on any particular bargaining proposal. Instead, 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.

With the enactment of RSA 273-A:2, IX (eff. June 4, 2013) the PELRB now has the responsibility to “develop, post, and maintain on its website training to educate negotiating parties as to applicable laws and rules and the skills that contribute to effective collective bargaining.”

With the enactment of RSA 273-A:16, V (eff. June 4, 2013) the PELRB now collects data on legislative body votes on a collective bargaining agreement or a fact finding report and provides an annual summary report to the speaker of the house of representatives and the senate president.

**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:**

The PELRB has successfully implemented an electronic filing and case management system without the aid of dedicated software programs to facilitate and expedite filings made with the PELRB, the issuance of decisions, and internal management of case files, docket material, and general operations.



## State of New Hampshire

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### *PELRB Board Members:*

#### Chair

**Michele E. Kenney, Esq.**

**[Term: December 3, 2008 - February 13, 2016]**

**David J. T. Burns, Esq. (alt.)**

**[Term: February 22, 2012 – February 13, 2016]**

#### Management

**Carol M. Granfield**

**[Term: October 8, 2008 – October 15, 2020]**

**James M. O'Mara, Jr.**

**[Term: July 14, 2004 – September 17, 2016]**

#### Labor

**Richard J. Laughton, Jr.**

**[Term: May 6, 2009 – October 2, 2015]**

**Mark Hounsell (alt.)**

**[Term April 17, 2013 – December 29, 2019]**

**Glenn Brackett**

**[Term: December 17, 2015 – 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 2014 and 2015

<b>Receipts</b>		
Unfair Labor Practice Fees and Misc.	2280	1440
<b>Expenditures</b>		
Description	FY 2014	FY 2015
Personal Services & Benefits	343884	361295
Rents-(2 1/2 Beacon St & Copier)	37932	37943
Current Expenses	4690	4101
Transfers to DoIT	4821	255
Telecommunications	3153	3002
In State Travel Reimbursement	1823	1454
<b>Total:</b>	<b>396303</b>	<b>408050</b>

## Overview of PELRB Docket, FY 2014-2015

Category	FY 2014	FY 2015	Total
Decisions Issued	271	332	603
Cases Closed	130	134	264
Unfair Labor Practice Complaints	37	24	61
Certification Petitions	19	12	31
Bargaining Unit Formations	14	9	23
Modification Petitions	40	32	72
Mediation Petitions	5	5	10
Arbitration Petitions	30	39	69
Fact Finding Petitions	1	2	3

FY2014 Docket - Unfair Labor Practice, Declaratory Ruling,  
Certification, and Modification Cases

AFSCME Council 93, Local 298, Manchester Central Fleet Management City of Manchester
AFSCME Council 93, Local 298 City of Manchester (Public Works Department)
AFSCME Council 93, Local 3438 Sullivan County Commissioners/Sullivan County Nursing Home
AFSCME Local 1801, Salem Public Works Employees Town of Salem
AFSCME Local 2301/Seabrook Supervisory Employee Association Town of Seabrook
AFSCME Local 2715, Hillsborough County Nursing Home Employees Hillsborough County Nursing Home
AFSCME Local 3657, Hollis Police & Fire Employees Town of Hollis
AFSCME Local 3657, Weare Police Employees Town of Weare
AFSCME, AFL-CIO, Local 365 City of Nashua, New Hampshire Public Works & Park-Recreation Commission
AFSCME, Council 93 Town of Weare Department of Public Works
AFSCME, Council 93 Town of Hollis
Allenstown Education Association Allenstown School District
American Association of University Professors - UNH Chapter University System of New Hampshire
Amherst Education Association, NEA-NH Amherst School District, SAU #39
Berlin Education Association, NHEA/NEA Berlin Board of Education
Bethlehem School District Bethlehem Educational Support Personnel, NEA-New Hampshire
Brookline Education Support Staff Association, NEA-NH Brookline School Board, SAU #41
Candia Education Association, NEA-NH, NEA Candia School District
Candia Education Support Professionals Association, NEA-NH Candia School District
Chesterfield Support Staff Association/NEA-NH Chesterfield School District
City of Concord Concord Police Supervisors Association

FY2014 Docket - Unfair Labor Practice, Declaratory Ruling,  
Certification, and Modification Cases

Contocook Valley School Board Contocook Valley Education Association, NEA-NH
Ellis School Support Staff, Fremont (NHFT, AFT #6233, AFT-NH, AFL-CIO) Fremont School Board
Exeter Area Administrators Association Exeter Region Cooperative School District
Exeter Cooperative Paraprofessional Association, NEA-NH Exeter Region Cooperative School District
Exeter Police Association, NEPBA Town of Exeter
Farmington Education Support Professionals United, NEA-NH Farmington School District
Farmington School District Farmington Teachers Association/NEA-NH
Fremont Education Association, Affiliated with NHEA/NEA Fremont School District, SAU #83
Hampstead Association of School Staff/NEA-New Hampshire Hampstead School District, SAU #55
Hillsborough Town Employees, AFT Local #3912, AFT-NH, AFL-CIO Town of Hillsborough
Hooksett Education Association, NEA-NH Hooksett School District
Hooksett Educational Support Professionals, NEA-NH Hooksett School District
Hopkinton Education Association, Affiliated with NEA/NH Hopkinton School District, SAU 66
International Union of Public Employees Town of Barrington
International Union of Public Employees - Fire & Public Works Departments Town of Barrington
International Union of Public Employees - Police Department Town of Barrington
International Union of Public Employees (Fire & Public Works Department) Town of Barrington
International Union-UAW, Local 2232 (Professional Unit) City of Nashua
Keene State College Education Association affiliated with NHEA/NEA University System of New Hampshire, Keene State College
Littleton Teachers' Association, Affiliated with NHEA-NEA Littleton School District
Madison Employees' Association, NEA Madison School District

FY2014 Docket - Unfair Labor Practice, Declaratory Ruling,  
Certification, and Modification Cases

Marlow Education Association/NEA-NH Marlow School District
Merrimack Educational Support Staff, NEA-NH Merrimack School District, SAU #26
Milford Teachers Association/NEA-NH Milford School Board
Monadnock Association of Principals and Supervisors Monadnock Regional School District
Nashua Association of School Principals Nashua School District
National Correctional Employees Union Rockingham County Department of Corrections & New Hampshire Public Workers' Association
National Correctional Employees Union Carroll County Department of Corrections and AFSCME Council #93
New Derry Public Works Assoc., Inc., Affiliated with Teamsters Local 633 Town of Derry
New England Police Benevolent Association Town of Barrington & International Union of Public Employees (Police Department)
New England Police Benevolent Association Merrimack County Sheriff's Office
New England Police Benevolent Association Rockingham County Sheriff's Office
New England Police Benevolent Association Merrimack County Sheriff's Office
New England Police Benevolent Association Strafford County Sheriff's Office
New England Police Benevolent Association, Auburn Police Union Town of Auburn
New England Police Benevolent Association, Auburn Police Union Town of Auburn
New England Police Benevolent Association, Inc. Town of Barrington and International Union of Public Employees (Police Department)
New England Police Benevolent Association, Inc. Town of Windham
New England Police Benevolent Association, Inc. Town of Windham and AFSCME Council 93, Local 3657
New Hampshire Public Workers' Association Rockingham County Department of Corrections
New Hampshire Retirement System State Employees' Association of New Hampshire, Inc., SEIU Local 1984
New Hampshire Troopers Association State of New Hampshire, Department of Safety, Division of State Police

FY2014 Docket - Unfair Labor Practice, Declaratory Ruling,  
Certification, and Modification Cases

Newport Support Staff, NEA-NH Newport School District
Pemi-Baker Cooperative School District Plymouth Regional Educational Support Staff/NEA-NH
Professional Fire Fighters Association of Rye, IAFF Local 4411 Town of Rye
Professional Fire Fighters of Goffstown, IAFF Local 3420 Town of Goffstown
Professional Fire Fighters of Hudson, IAFF Local 3154 Town of Hudson
Professional Fire Fighters of Salem, IAFF, Local 2892 Town of Salem
Professional Firefighters of Newington, IAFF Local 4104 Town of Newington Fire Department
Professional, Administrative and Technical Employees of Derry, SEIU Local 1984 Town of Derry
Rick Gleason and Education Association of Pembroke, NEA-NH Pembroke School District
Rochester Municipal Employees Association City of Rochester
State Employees' Association of New Hampshire, Inc., SEIU Local 1984 State of New Hampshire
State of New Hampshire, Liquor Commission State Employees' Association of New Hampshire, Inc., SEIU Local 1984
State Employees' Association of New Hampshire, Inc., SEIU Local 1984 Plymouth State University
State Employees' Association of New Hampshire, SEIU Local 1984 Community College System of New Hampshire
State Employees' Association of NH, Inc., SEIU Local 1984 State of New Hampshire, Department of Health & Human Services
State Employees' Association, Local 1984, Ashland Town Employees Town of Ashland, Board of Electric Commission
Strafford County Sheriff's Employee Association NEPBA Local 295 Strafford County (Sheriff's Office)
Tamworth Educational Support Personnel Association, NEA-NH Tamworth School Board
Teamsters Local 633 Town of Farmington (Dept. of Public Works/Water & Waste Water Department)
Teamsters Local 633 of New Hampshire Rockingham County Department of Corrections
Teamsters Local 633 of New Hampshire Belknap County

FY2014 Docket - Unfair Labor Practice, Declaratory Ruling,  
Certification, and Modification Cases

Teamsters Local 633 of New Hampshire Town of Plaistow, Police Department
Teamsters Local 633 of New Hampshire Town of Lincoln, Police Department
Teamsters Local 633/Plaistow Police Association Town of Plaistow
Teamsters Local Union 633 of NH State of New Hampshire, Department of Corrections
Timberlane Support Staff Union, AFT #6530, AFT-NH, AFL-CIO Timberlane Regional School District
UNH Lecturers United - AAUP University System of New Hampshire - UNH
United Auto Workers Union Local 2232 (Clerical & Technical Employees) City of Concord
United Steelworkers of America, AFL-CIO, CLC (Manchester Water Works, Local 8938) City of Manchester
Wayne Georgianna Manchester Professional Firefighters, Local 856, IAFF
White Mountains Educational Support Personnel, Affiliated with NHEA/NEA White Mountains School District
Windham Education Association affiliated with NHEA/NEA Windham School District, SAU #95

FY2015 Docket - Unfair Labor Practice, Declaratory Ruling,  
Certification, and Modification Cases

AAUP-UNH Chapter & USNH UNH Law Faculty Union & USNH
AFSCME Council 93 (Hollis Town Employees) Town of Hollis
AFSCME Council 93, Local 298, Manchester Central Fleet Management City of Manchester
AFSCME Council 93, Raymond Town Employees Town of Raymond
AFSCME Local 1801, Salem Public Works Employees Town of Salem
AFSCME Local 1801, Windham Town Employees Town of Windham
AFSCME Local 2301/Seabrook Supervisory Employee Association Town of Seabrook
AFSCME Local 365 City of Nashua Board of Public Works
AFSCME Local 3657, Hillsborough County Sheriff's Office Hillsborough County Sheriff's Office
American Association of University Professors - UNH Chapter UNH Law Faculty Union, University System of New Hampshire
Amherst Education Association/NEA-NH Amherst School District, SAU #39
Chesterfield Education Association, NEA-NH Chesterfield School District
City of Concord Concord Police Supervisors Association
Claremont Administrators' Association Claremont School District
Concord School Custodians/UAW (Local 2232) Concord School District
Exeter Police Association, NEPBA Town of Exeter
Farmington Education Support Professionals United, NEA-NH Farmington School District
Gorham Teachers' Association, Affiliated with NHEA/NEA Gorham Randolph Shelburne Cooperative School District (Gorham School District)
Goshen Lempster Education Association, NEA-NH Goshen Lempster Educational Support Personnel, NEA-NH, Goshen Lempster School District
Henniker Teachers' Association/NEA-NH Henniker School District
Hillsborough Town Employees, AFT Local #3912, AFT-NH, AFL-CIO Town of Hillsborough
Hudson School District Hudson Federation of Paraprofessionals and School Related Personnel (NHFT, AFT, AFL-CIO)

FY2015 Docket - Unfair Labor Practice, Declaratory Ruling,  
Certification, and Modification Cases

Hudson School District AFSCME Council 93, Hudson School Administrative Staff
International Union, UAW, Local 2232 (Professional Unit) City of Nashua
John Stark Teachers Association/NEA-NH John Stark Regional School District
Keene School District Keene Education Association, NEA-NH
Lempster Education Association, NEA-NH (fka Goshen Lempster Education Assoc., NEA-NH) Lempster School District
Manchester Association of Fire Supervisors, Local 3820, IAFF City of Manchester
Manchester Certified Instructors, NEA-NH Manchester School District, SAU 37
Merrimack County Department of Corrections National Correctional Employees Union
Milford Teacher Association/NEA-NH Milford School District
Monadnock District Education Association, NEA-NH Monadnock Regional School District
Moultonborough Schools Staff Association, Affiliated with NEA-NH Moultonborough School District
National Correctional Employees Union Rockingham County Department of Corrections
National Correctional Employees Union Hillsborough County & AFSCME Local 3657, Hillsborough County Department of Corrections
National Correctional Employees Union Carroll County Department of Corrections
National Correctional Employees Union Rockingham County Department of Corrections
National Correctional Employees Union Carroll County
National Correctional Employees Union Rockingham County Department of Corrections & New Hampshire Public Workers' Association
National Correctional Employees Union & Strafford County SEA, Local 1984, Strafford County Corrections Employees & Strafford County Commissioners
New England Police Benevolent Association, Inc. Grafton County Dept. of Corrections
New England Police Benevolent Association, IUPA, AFL-CIO Town of Goffstown
New England Police Benevolent Association, Local 295 Strafford County Sheriff's Office
New Hampshire Retirement System State Employees' Association of NH, Inc., SEIU Local 1984

FY2015 Docket - Unfair Labor Practice, Declaratory Ruling,  
Certification, and Modification Cases

New Hampshire State Police Command Staff/NH Troopers Association State of NH, Department of Safety, Division of State Police
New Hampshire Trooper Association State of NH, Department of Safety, Division of State Police
Newfound Teachers' Union, AFT #6557, AFT-NH-AFL-CIO Newfound Area School Board & Newfound Area Teachers' Assoc. Affiliated with NHEA/NEA
NH State Police Command Staff/NH Troopers Association State of NH, Dept. of Safety, Division of State Police
Pelham Educational Association, NEA-NH Pelham School District
Pittsfield Town Employees, AFT Local #6214, NHFT, AFL-CIO Town of Pittsfield
Professional Fire Fighters of Londonderry, Local 3160, IAFF Town of Londonderry
Professional, Administrative and Technical Employees of Derry, SEIU Local 1984 Town of Derry
Rochester Middle Management Group City of Rochester
SEA, Local 1984, Strafford County Corrections Employees Strafford County Commissioners
SEA, Local 1984, Strafford County Nursing Home Employees Strafford County Commissioners
Seabrook Police Association, NEPBA Local 36 Town of Seabrook
Shaker Regional Education Association, Affiliated with NHEA/NEA Shaker Regional School District
State Employees' Association of NH, SEIU Local 1984 State of New Hampshire, Department of Health & Human Services
State Employees' Association of New Hampshire, Inc., SEIU Local 1984 County of Merrimack & National Correctional Employees Union, Inc.
State Employees' Association of New Hampshire, Inc., SEIU Local 1984 State of New Hampshire
State Employees' Association of New Hampshire, Inc., SEIU Local 1984 Community College System of New Hampshire
State Employees' Association of New Hampshire, SEIU Local 1984 State of New Hampshire, Department of Health & Human Services
State Employees' Association of NH, Inc., SEIU Local 1984 State of New Hampshire, Department of Health and Human Services
State Employees' Association of NH, SEIU Local 1984 State of New Hampshire, Liquor Commission
State Employees' Association of NH, SEIU Local 1984 Community College System of New Hampshire
State Employees' Association, Local 1984, Ashland Town Employees Town of Ashland

FY2015 Docket - Unfair Labor Practice, Declaratory Ruling,  
Certification, and Modification Cases

Strafford County Sheriff's Employee Association, NEPBA Local 295 Strafford County Sheriff's Office
Tamworth Educational Support Personnel Association, NEA-NH Tamworth School Board
Teamsters Local 633 Town of Weare, Dept. of Public Works
Teamsters Local 633 of New Hampshire Rockingham County Deputy Sheriffs
Teamsters Local 633 of New Hampshire, Manchester Police Department Support Staff City of Manchester
Teamsters Local 633/Plaistow Town Employees Town of Plaistow
Teamsters Local Union 633 State of New Hampshire, Department of Corrections
Town of Gilford AFSCME Council 93, Local 534, Gilford Public Works Employees
Town of Lincoln Teamsters Local 633 (Lincoln Police Dept.)
Town of Tilton Tilton Police Union, NEPBA Local 29, IUPA, AFL-CIO
UAW Local 2232, Professional Employees of the Nashua Police Department City of Nashua Police Department
UNH Law Faculty Union University System of New Hampshire
United Auto Workers Professional Employees of the Nashua Police Department, Local 2232 City of Nashua
United Auto Workers Union Local 2232 (Clerical & Technical Employees) City of Concord
United Automobile, Aerospace, Agricultural, Implement Workers of America, International Union, UAW (Local 2232) Concord School District
United Professional Bus Drivers of Concord/UAW Local 2232 Concord School District
United Steelworkers of America Manchester Water Works
United Steelworkers of America, AFL-CIO, CLC (Manchester Water Works, Local 8938) City of Manchester
White Mountains Education Association, NEA-NH White Mountains Regional School District
Windham Education Association affiliated with NHEA/NEA Windham School District, SAU #95
Windham School District, SAU #95 Windham Education Association, Affiliated with NHEA/NEA

Current (non-expired) Collective Bargaining Agreements as of March 24, 2016  
(397 Contracts)

1	Allenstown Education Association	NEA-NH
2	Alton Teachers Association	NEA-NH
3	Amherst Education Association	NEA-NH
4	Amherst Police	AFSCME
5	Amherst Support Staff Association	NEA-NH
6	Ashland Town Employees	SEIU
7	Atkinson Police	TEAMSTERS
8	Auburn Education Association	NEA-NH
9	Auburn Police Union	NEPBA
10	Barnstead Educational Support Team	AFT
11	Barrington Education Association	NEA-NH
12	Barrington Paraprofessional Association	NEA-NH
13	Bartlett Education Association	NEA-NH
14	Bedford Education Association	NEA-NH
15	Bedford Educational Personnel Assoc	NEA-NH
16	Bedford Educational Support Staff	NEA-NH
17	Bedford Police	SEIU
18	Bedford Professional Firefighters	IAFF
19	Bedford Public Works	TEAMSTERS
20	Belmont Town Employees (Fire & Police)	AFSCME
21	Belmont Town Employees (Public Works)	AFSCME
22	Berlin City Department Heads	TEAMSTERS
23	Berlin City Office & Professional	OPEIU
24	Berlin Education Association	NEA-NH
25	Berlin Educational Support Staff	NEA-NH
26	Berlin Firefighters	IAFF
27	Berlin Police	AFSCME
28	Berlin Public Works & Recreation	AFSCME
29	Berlin School Custodians & Bus Drivers	AFSCME
30	Berlin Water Works	AFSCME
31	Bethlehem Education Association	NEA-NH
32	Bow Education Support Staff	NEA-NH
33	Brentwood Teachers Association	NEA-NH
34	Brookline Education Support Staff	NEA-NH
35	Brookline Police	AFSCME
36	Brookline Teachers Association	NEA-NH
37	Campton Association of Educators	NEA-NH
38	Campton Education Support Personnel	AFT

Current (non-expired) Collective Bargaining Agreements as of March 24, 2016  
(397 Contracts)

39	Candia Education Association	NEA-NH
40	Candia Education Support Prof Assoc	NEA-NH
41	Carroll County Comm (Mt View Nursing Hm)	AFSCME
42	Carroll County Corrections	AFSCME
43	Carroll County Sheriff's Dept.	TEAMSTERS
44	Cheshire County Nursing Home (Maplewood)	AFSCME
45	Chester Educational Support Staff (School)	NEA-NH
46	Chesterfield Education Association	NEA-NH
47	Chesterfield School Support Staff	NEA-NH
48	Chichester Teachers' Education Assoc	NON-AFFILIATED
49	Claremont Assoc. of Maint. & Transp Empl	NON-AFFILIATED
50	Claremont City Support Staff	AFSCME
51	Claremont Firefighters	IAFF
52	Claremont Police	AFSCME
53	Claremont Public Works	AFSCME
54	Claremont School Secretaries	NEA-NH
55	Colebrook Educational Association	NEA-NH
56	Concord Administrators UAW	UAW
57	Concord Educational Office Personnel	NEA-NH
58	Concord Fire Officers	IAFF
59	Concord Firefighters	IAFF
60	Concord Municipal Employees	AFSCME
61	Concord Police Patrolmen	NON-AFFILIATED
62	Concord Public Works	AFSCME
63	Concord School Administrators	NON-AFFILIATED
64	Concord School Bus Drivers	UAW
65	Concord School Custodians	UAW
66	Contoocook Valley Education Association	NEA-NH
67	Conway Education Association	NEA-NH
68	Conway Public Works	AFSCME
69	Conway School Employees	AFSCME
70	Cornish Education Association	NEA-NH
71	Deerfield Education Association	NEA-NH
72	Derry Public Works	TEAMSTERS

Current (non-expired) Collective Bargaining Agreements as of March 24, 2016  
(397 Contracts)

73	Derry School Educational Assistants	AFSCME
74	Dover Educational Office Personnel	NEA-NH
75	Dover Fire Officers	IAFF
76	Dover Firefighters	IAFF
77	Dover Municipal Employees	NON-AFFILIATED
78	Dover Paraeducators	NEA-NH
79	Dover Police Administrators	NON-AFFILIATED
80	Dover Police Association	NON-AFFILIATED
81	Dover Professional Employees Association	NON-AFFILIATED
82	Dover Public Works	AFSCME
83	Dover Teachers Union	NEA-NH
84	Dunbarton Education Association	NEA-NH
85	Durham Firefighters	IAFF
86	East Kingston Teachers	NEA-NH
87	Ellis School Support Staff	AFT
88	Epping Education Association	NEA-NH
89	Epping Paraprofessional Association	NEA-NH
90	Epsom School Support Staff	NEA-NH
91	Epsom Teachers	NEA-NH
92	Exeter Coop Paraprofessionals Assoc.	NEA-NH
93	Exeter Cooperative Teachers	NEA-NH
94	Exeter Education Association	NEA-NH
95	Exeter Paraprofessionals Association	NEA-NH
96	Exeter Police	NON-AFFILIATED
97	Fall Mountain Educational Support Personnel	NEA-NH
98	Fall Mountain Teachers	NEA-NH
99	Farmington Public Works	TEAMSTERS
100	Farmington School Custodians	AFT
101	Farmington Teachers Association	NEA-NH
102	Franklin City Municipal Services	SEIU
103	Franklin Education Association	NEA-NH
104	Franklin Police	TEAMSTERS
105	Franklin School Custodians	AFSCME

Current (non-expired) Collective Bargaining Agreements as of March 24, 2016  
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106	Franklin School Support Staff	AFSCME
107	Freedom Employees Assoc (Teachers)	NEA-NH
108	Fremont Education Association	NEA-NH
109	Fremont-Ellis School Support Staff	AFT
110	Gilford Public Works Employees	TEAMSTERS
111	Gilmanton Education Association	NEA-NH
112	Goffstown Education Association	NEA-NH
113	Goffstown Police	IBPO
114	Goffstown Police Dispatchers & Clerks	NEPBA
115	Goffstown Public Works	TEAMSTERS
116	Goffstown School Support Staff	NEA-NH
117	Gorham Police	AFSCME
118	Gorham-Randolph Shelburne Coop Support Staff	NEA-NH
119	Gorham-Randolph Shelburne Coop Teachers	NEA-NH
120	Goshen Lempster Teachers Association	NEA-NH
121	Governor Wentworth Administrative Team	NEA-NH
122	Governor Wentworth Education Association	NEA-NH
123	Governor Wentworth Support Staff	NEA-NH
124	Grantham Education Association	NEA-NH
125	Greenland Coastal Teachers	NEA-NH
126	Groveton Support Staff	NEA-NH
127	Groveton Teachers Association	NEA-NH
128	Hampstead Association of School Staff	NEA-NH
129	Hampstead Education Association	NEA-NH
130	Hampstead Police	NEPBA
131	Hampstead Support Personnel Association	NON-AFFILIATED
132	Hampton Police	NON-AFFILIATED
133	Hampton Police Sergeants Unit	NON-AFFILIATED
134	Hampton Public Works	SEIU
135	Hampton Town Employees	TEAMSTERS
136	Hanover Education Association	NEA-NH
137	Hanover Public Works	AFSCME
138	Hanover School Support	NEA-NH
139	Haverhill Co-op Education Association	NEA-NH
140	Haverhill Co-op School Support	NEA-NH

Current (non-expired) Collective Bargaining Agreements as of March 24, 2016  
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141	Henniker Support Staff Association	AFT
142	Henniker Teachers Association	NEA-NH
143	Hillsborough (Town) Employees	AFT
144	Hillsborough County Attorneys	TEAMSTERS
145	Hillsborough County DOC	AFSCME
146	Hillsborough County DOC Supervisors	TEAMSTERS
147	Hillsborough County Nursing Home Supervisors	ICWU
148	Hinsdale Federation of Teachers	NEA-NH
149	Hinsdale Support Staff Association	NEA-NH
150	Holderness Education Association	NEA-NH
151	Holderness Support Staff	NEA-NH
152	Hollis (Town) Employees	AFSCME
153	Hollis Education Association	NEA-NH
154	Hollis/Brookline Education Support Staff	NEA-NH
155	Hooksett Education Association	NEA-NH
156	Hooksett Police	TEAMSTERS
157	Hooksett Public Works	AFSCME
158	Hooksett Support Professional Association	NEA-NH
159	Hopkinton Education Association	NEA-NH
160	Hopkinton Educational Support Staff	NEA-NH
161	Hopkinton School Custodians	TEAMSTERS
162	Hudson Administration & Support Staff	AFSCME
163	Hudson Federation of Teachers	AFT
164	Hudson Fire, Police & Town Supervisors	NON-AFFILIATED
165	Hudson Firefighters	IAFF
166	Hudson Paraprofessionals & Cafeteria	AFT
167	Hudson Police	AFSCME
168	Hudson Public Works	AFSCME
169	Hudson School Custod, Elec. & HVAC Tech	TEAMSTERS
170	Inter Lakes Education Association	NEA-NH
171	Inter Lakes Support Staff Association	NEA-NH
172	Jaffrey Police	AFSCME
173	Jaffrey Public Works	AFSCME
174	Kearsarge Education Association	NEA-NH
175	Kearsarge Paraprof Educators Assoc	NEA-NH
176	Keene Association of Principals & Supervisors	NEA-NH
177	Keene City Employees	AFT

Current (non-expired) Collective Bargaining Agreements as of March 24, 2016  
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178	Keene Education Association	NEA-NH
179	Keene Fire Supervisors	NON-AFFILIATED
180	Keene Firefighters	NON-AFFILIATED
181	Keene Police	AFT
182	Keene Police Supervisors	AFT
183	Keene Public Works	AFSCME
184	Keene State College Adjunct Association	NEA-NH
185	Keene State College Education	NEA-NH
186	Keene Tutors, Association of	NEA-NH
187	Kensington Education Association	NEA-NH
188	Laconia Administration & Technical Employees	SEIU
189	Laconia Education Association	NEA-NH
190	Laconia Educational Assistants	NEA-NH
191	Laconia Police	NON-AFFILIATED
192	Laconia Professional Firefighters	IAFF
193	Laconia Public Works	AFSCME
194	Laconia School Support Staff	NEA-NH
195	Lafayette Education Association	NEA-NH
196	Lebanon Education Association	Yes
197	Lebanon Firefighters	IAFF
198	Lebanon Police	NEPBA
199	Lebanon Prof., Admin. & Salaried Employees	TEAMSTERS
200	Lebanon Public Works	AFSCME
201	Lebanon School Secretaries	NON-AFFILIATED
202	Lebanon School Support Staff	NEA-NH
203	Lincoln Police Employees	TEAMSTERS
204	Lin-Wood Education Association	NEA-NH
205	Lisbon School Paraprofessionals	NEA-NH
206	Lisbon Teachers Association	NEA-NH
207	Litchfield Education Association	NEA-NH
208	Litchfield Police	AFSCME
209	Littleton Police	SEIU
210	Littleton School Support Staff	NEA-NH
211	Littleton Teachers	NEA-NH

Current (non-expired) Collective Bargaining Agreements as of March 24, 2016  
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212	Littleton Town Employees	AFSCME
213	Londonderry Allied Health Prof (School)	NON-AFFILIATED
214	Londonderry Education Association	NEA-NH
215	Londonderry School Custodians	AFSCME
216	Londonderry School Support Staff	AFSCME
217	Lyme Education Association	NEA-NH
218	Madison Employees	NEA-NH
219	Manchester Education Association	NEA-NH
220	Manchester Housing Authority	AFSCME
221	Manchester School Coordinators & Directors	TEAMSTERS
222	Manchester Transit Authority	ATU
223	Marlborough Education Association	NEA-NH
224	Marlow Education Association	NEA-NH
225	Mascenic Education Association	NEA-NH
226	Mascoma Valley School Support Personnel	NEA-NH
227	Meredith (Town)	SEIU
228	Merrimack County Sheriff	NEPBA
229	Merrimack Dispatchers & Support Staff	NEPBA
230	Merrimack Firefighters	IAFF
231	Merrimack Police	NEPBA
232	Merrimack Public Safety Officers	AFSCME
233	Merrimack Public Works	AFSCME
234	Merrimack Teachers Association	NEA-NH
235	Merrimack Town Mid-Management Employees	TEAMSTERS
236	Merrimack Valley Education Association	NEA-NH
237	Merrimack Valley Support Staff	NEA-NH
238	Milford Educational Personnel Assoc	NEA-NH
239	Milford Educational Support Personnel	NEA-NH
240	Milford Police	AFSCME
241	Milford Teachers	NEA-NH
242	Milford Town Employees	TEAMSTERS
243	Milton Education Association	NEA-NH
244	Monadnock Education Association	NEA-NH
245	Monadnock Specialists	NEA-NH
246	Monroe School Support Staff	NEA-NH
247	Monroe Teachers Association	NEA-NH
248	Moultonborough Police	NEPBA

Current (non-expired) Collective Bargaining Agreements as of March 24, 2016  
(397 Contracts)

249	Moultonborough School Staff Association	NEA-NH
250	Nashua City Clerical & Technical Unit	UAW
251	Nashua City Professional Unit	UAW
252	Nashua Police Civilians	TEAMSTERS
253	Nashua Police Communications	NEPBA
254	Nashua Police Patrolman's	NON-AFFILIATED
255	Nashua Police Professional Employees	UAW
256	Nashua Public Library	AFT
257	Nashua Public Works	AFSCME
258	Nashua School Custodians	AFSCME
259	Nashua Teachers Union	AFT
260	Nashua Teachers Union, Secretaries	AFT
261	New Boston Education Association	NEA-NH
262	Newfields Staff Association	NEA-NH
263	Newfound Area Teachers Association	NEA-NH
264	Newington - Coastal Teachers	NEA-NH
265	Newmarket Police	TEAMSTERS
266	Newmarket Teachers Association	NEA-NH
267	Newport Police	AFSCME
268	Newport Public Works	AFSCME
269	Newport Support Staff (School)	NEA-NH
270	Newport Teachers Association	NEA-NH
271	Northwood Education Support Personnel	NEA-NH
272	Northwood Teachers Association	NEA-NH
273	Nottingham Paraprofessional Association	NEA-NH
274	Nottingham Teachers Association	NEA-NH
275	Ossipee Town Employees	AFSCME
276	Oyster River School Bus Drivers	NON-AFFILIATED
277	Oyster River School Educational Support Pers	NEA-NH
278	Oyster River Teachers Guild	NEA-NH
279	Pelham Education Association	NEA-NH
280	Pelham Educational Support Staff	NEA-NH
281	Pelham Firefighters	IAFF
282	Pelham Firefighters, Public Works & Municipal	AFSCME
283	Pelham Police	AFSCME
284	Pembroke Education Association	NEA-NH

Current (non-expired) Collective Bargaining Agreements as of March 24, 2016  
(397 Contracts)

285	Peterborough Town Public Works	TEAMSTERS
286	Pittsburg Education Association	NEA-NH
287	Pittsfield (Town)	AFT
288	Pittsfield Education Association	NEA-NH
289	Plainfield Education Association	NEA-NH
290	Plainfield Support Staff	NEA-NH
291	Plaistow Police	TEAMSTERS
292	Plymouth Education Association	NEA-NH
293	Plymouth Education Support Personnel	NEA-NH
294	Plymouth Police & Fire	AFSCME
295	Plymouth Regional Educational Support Staff	NEA-NH
296	Plymouth State University	SEIU
297	Portsmouth City Employees	AFSCME
298	Portsmouth Non-Supvr Cafertia Empl	AFSCME
299	Portsmouth Professional Mgt. Association	NON-AFFILIATED
300	Portsmouth School Custodians	AFSCME
301	Portsmouth School Paraprofessionals	NEA-NH
302	Portsmouth Supervisory Mgt. Alliance	NON-AFFILIATED
303	Portsmouth Teachers Association	NEA-NH
304	Profile Education Association	NEA-NH
305	Prospect Mountain Teachers' Association	NEA-NH
306	Raymond Education Association	NEA-NH
307	Raymond Education Support Staff	AFT
308	Raymond Police Employees	TEAMSTERS
309	Raymond Town Employees	AFSCME
310	Rochester Federation of Teachers	AFT
311	Rochester Librarians	TEAMSTERS
312	Rochester Middle Management Group	NON-AFFILIATED
313	Rochester Municipal Employees Assoc	NON-AFFILIATED
314	Rochester Municipal Managers Group	NON-AFFILIATED
315	Rochester Police	NEPBA
316	Rochester Police Communications	NEPBA
317	Rochester Public Works	AFSCME

Current (non-expired) Collective Bargaining Agreements as of March 24, 2016  
(397 Contracts)

318	Rochester School Bldgs. & Grounds	AFSCME
319	Rochester School Food Service	AFT
320	Rochester School Paraprofessionals	AFT
321	Rockingham County (Dispatchers)	TEAMSTERS
322	Rockingham County (Engineers & Maintenance)	TEAMSTERS
323	Rockingham County (Legal Asst. & Paralegal)	TEAMSTERS
324	Rockingham County (Supervisory)	TEAMSTERS
325	Rockingham County Sheriff's Dept.	TEAMSTERS
326	Rockingham Venture Park	TEAMSTERS
327	Rumney Teachers Association	NEA-NH
328	Rye Coastal Teachers Association	NEA-NH
329	Rye Education Support Personnel Assoc	NEA-NH
330	Rye Police	TEAMSTERS
331	Rye Town Employees	TEAMSTERS
332	Salem Administrative & Technical Employees	SEIU
333	Salem Association of Food Service	NEA-NH
334	Salem Education Association	NEA-NH
335	Salem Police	TEAMSTERS
336	Salem School Custodians Employees Assoc	NON-AFFILIATED
337	Sanborn Teachers	NEA-NH
338	Sandown Police	TEAMSTERS
339	Seabrook Town Employees	SEIU
340	Seabrook Town Supervisors	AFSCME
341	Seacoast Education Association	NEA-NH
342	Seacoast Educational Support Personnel	NEA-NH
343	Shaker Regional Education Association	NEA-NH
344	Somersworth Association of Educators	NEA-NH
345	Somersworth City Wastewater	NON-AFFILIATED
346	Somersworth Educ Support Pers Assoc. (Maintenance & Custodial)	NEA-NH
347	Somersworth Police Employees	NEPBA
348	Somersworth School Clerical/Aides	NEA-NH
349	State of New Hampshire	SEIU
350	State of New Hampshire - CCSNH	SEIU
351	State of New Hampshire - Corrections	TEAMSTERS
352	State of New Hampshire - Fish & Game Officers	NEPBA

Current (non-expired) Collective Bargaining Agreements as of March 24, 2016  
(397 Contracts)

353	State of New Hampshire - Fish & Game Supvrs	NEPBA
354	State of New Hampshire - Judicial Branch, Assts	SEIU
355	State of New Hampshire - Judicial Branch, Security	TEAMSTERS
356	State of New Hampshire - Liquor Investigators	NEPBA
357	State of New Hampshire - NH Troopers Assoc	NON-AFFILIATED
358	State of New Hampshire - Probation/Parole I & II	NEPBA
359	State of New Hampshire - Probation/Parole III	NEPBA
360	State of New Hampshire - Retirement System	SEIU
361	Strafford County Corrections/Riverside Rest Hm	SEIU
362	Stratford Teachers Association	NEA-NH
363	Sugar River Education Association	NEA-NH
364	Sullivan County Nursing Home	AFSCME
365	Sunapee Teachers	NEA-NH
366	Tamworth Education Association	NEA-NH
367	Tamworth Education Support Personnel	NEA-NH
368	Thornton School Support Staff	NEA-NH
369	Tilton Police Officers	NEPBA
370	Timberlane School Support Staff	AFT
371	Timberlane Teachers Association	NEA-NH
372	University of NH - Lecturers	AAUP
373	University of NH - Police	TEAMSTERS
374	Wakefield Education Association	NEA-NH
375	Wakefield Paraprofessional Union	NEA-NH
376	Waterville Valley Education Association	NEA-NH
377	Weare Education Association	NEA-NH
378	Weare Education Support Staff	AFT
379	Weare Police Employees	AFSCME
380	Weare Public Works	AFSCME
381	Wentworth Education Association	NEA-NH
382	Westmoreland Teachers	NEA-NH
383	White Mountain Education Association	NEA-NH
384	White Mountain Education Support Personnel	NEA-NH
385	Wilton-Lyndeborough Teachers	NEA-NH
386	Winchester School Support Staff	NEPBA
387	Winchester Teachers Association	NEA-NH
388	Windham Education Association	NEA-NH
389	Windham Firefighters	IAFF

Current (non-expired) Collective Bargaining Agreements as of March 24, 2016  
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390	Windham Police	AFSCME
391	Windham School Instructional Assistants	AFSCME
392	Windham Support Staff (Town)	AFSCME
393	Winnisquam School Custodians	AFSCME
394	Winnisquam School Paraprofessional Empl	AFSCME
395	Winnisquam Teachers Association	NEA-NH
396	Wolfeboro Police Employees	NEPBA
397	Wolfeboro Town Employees	AFSCME

Expired Collective Bargaining Agreements as of March 24, 2016  
(155 Contracts)

Allenstown Paraprofessional Assoc.	NEA-NH
Andover Education Association	NEA-NH
Ashland Teachers Association	NON-AFFILIATED
Barnstead Education Association	NEA-NH
Barrington Police	NEPBA
Belknap County Dept. of Corrections	SEIU
Belknap County Nursing Home	SEIU
Belknap County Sheriff's Dept.	SEIU
Bethlehem Educational Support Personnel	NEA-NH
Bow Education Association	NEA-NH
Canaan Police Employees	AFSCME
Chester Education Association	NEA-NH
Claremont Assoc. of Paraprofessionals	NON-AFFILIATED
Claremont School Administrators	NON-AFFILIATED
Concord Education Association	NEA-NH
Concord Police Supervisors	NON-AFFILIATED
Concord School Educational Assistants	NEA-NH
Concord School Food Service	UAW
Concord School Maint & Transp Employees	NON-AFFILIATED
Conway Education Support Personnel	NEA-NH
Conway Police	AFSCME
Coos County Corrections	SEIU
Coos County Nursing Home (Berlin)	AFSCME
Deerfield Paraeducators Association	NEA-NH
Derry Education Association	NEA-NH
Derry Fire Officers	IAFF
Derry Firefighters	IAFF
Derry P.A.T.E.	SEIU
Derry Police Patrolmen	NON-AFFILIATED
Derry Police Supervisors	SEIU
Derry Town Administrative Support Staff	AFSCME
Dover School Custodians	AFSCME
Durham Police	NEPBA
Durham Public Works	AFSCME
Durham Town	AFSCME
Epping Police	IBPO
Exeter Professional Firefighters	IAFF
Exeter Public Works	SEIU

Expired Collective Bargaining Agreements as of March 24, 2016  
(155 Contracts)

Farmington Education Support Professionals	NEA-NH
Farmington Police	NEPBA
Florence-Rideout Educational Support Staff	NEA-NH
Gilford Education Association	NEA-NH
Gilford Police Employees	TEAMSTERS
Goffstown Professional Firefighters	IAFF
Gorham Coop Teachers Association	NEA-NH
Gorham School Support Staff	NEA-NH
Gorham Town Employees	AFSCME
Goshen Lempster Support Personnel	NEA-NH
Grafton County Nursing Home	UE
Hampton Fire Officers	IAFF
Hampton Firefighters	IAFF
Hanover Dresden School Custodians	AFSCME
Hanover Police	NEPBA
Hanover Professional Firefighters	IAFF
Harrisville Education Association	NEA-NH
Hillsboro-Deering Federation of Teachers	AFT
Hillsboro-Deering Support Staff	AFT
Hillsborough (Town) Police	NEPBA
Hillsborough County Nursing Home	AFSCME
Hillsborough County Sheriff's	AFSCME
Hollis Education Support Staff	NEA-NH
Hollis Police	AFSCME
Hollis Public Safety Employees	AFSCME
Hollis/Brookline Coop Education Association	NEA-NH
Hooksett Permanent Firefighters	IAFF
Hudson School Department Heads	AFSCME
Hudson School Secretaries	AFT
Jaffrey Rindge Education Association	NEA-NH
Jaffrey Rindge Support Staff	NEA-NH
John Stark Regional Teachers	NEA-NH
John Stark Support Personnel	NEA-NH
Keene Educational Office Personnel	NON-AFFILIATED
Keene School Custodians	AFSCME
Lebanon School Administration Group	NON-AFFILIATED
Littleton Town Water & Light	IBEW
Londonderry Firefighters	IAFF

Expired Collective Bargaining Agreements as of March 24, 2016  
(155 Contracts)

Londonderry Leach Library	TEAMSTERS
Londonderry Public Safety	AFSCME
Londonderry Town Administration Employees	NON-AFFILIATED
Londonderry Town Employees	AFSCME
Londonderry Town Executive Employees	NON-AFFILIATED
Lyndeborough Education Association	NEA-NH
Manchester Airport Authority	TEAMSTERS
Manchester Central Fleet Mgt.	AFSCME
Manchester City Library	TEAMSTERS
Manchester Education Support Personnel	NEA-NH
Manchester Facilities Division	AFSCME
Manchester Fire Supervisors	NON-AFFILIATED
Manchester Firefighters	IAFF
Manchester Health Department	AFSCME
Manchester Police Patrolman's	NON-AFFILIATED
Manchester Police Supervisors	NON-AFFILIATED
Manchester Police Support Staff	TEAMSTERS
Manchester School Paraprofessionals	AFSCME
Manchester School Principals	TEAMSTERS
Manchester Water Works	USWA
Manchester Welfare Department	TEAMSTERS
Mascenic Education Support Staff	NEA-NH
Mascoma Valley Education Association	NEA-NH
Merrimack (Town)	AFSCME
Merrimack County Corrections	SEIU
Merrimack County Nursing Home	ICWU
Merrimack Education Support Staff	NEA-NH
Monadnock Education Support Staff	NEA-NH
Mount Vernon Education Association	NEA-NH
Nashua Firefighters	IAFF
Nashua Housing Authority	AFSCME
Nashua Police Supervisors	NEPBA
Nashua Teachers Union, Unit D (Food Svc)	AFT
Nashua Teachers Unon, Paraprofessionals	AFT
New Boston Support Staff Association	NEA-NH
Newfields Paraprofessional Association	NEA-NH
Newport (Town)	AFSCME
NH Public Workers Association	TEAMSTERS

Expired Collective Bargaining Agreements as of March 24, 2016  
(155 Contracts)

North Conway Water Precinct	SEIU
North Hampton Firefighters	IAFF
North Hampton Town Employees	TEAMSTERS
Oyster River Paraprofessional & Support Staff	AFT
Pembroke Public Works	IUOE
Pittsfield Police Employees	TEAMSTERS
Plymouth Coop Education Association	NON-AFFILIATED
Plymouth Regional Educator's Association	NON-AFFILIATED
Portsmouth Association of Clericals	NEA-NH
Portsmouth Fire Officers	NON-AFFILIATED
Portsmouth Firefighters	IAFF
Portsmouth Police	NEPBA
Portsmouth Police Civilian Employees	NON-AFFILIATED
Portsmouth Police Ranking Officers	NON-AFFILIATED
Portsmouth School Administrators	NON-AFFILIATED
Portsmouth School Custodial Supervisors	NON-AFFILIATED
Rochester Firefighters	IAFF
Rollinsford Teachers Association	NEA-NH
Rye Firefighters	IAFF
Salem Educational Personnel Association	NEA-NH
Salem Educational Support Personnel Assoc	NEA-NH
Salem Firefighters	IAFF
Salem Public Administrators Association	NON-AFFILIATED
Salem Public Works	AFSCME
Sanborn Education Support Staff	NEA-NH
Seabrook Firefighters	IAFF
Seabrook Police	NEPBA
Somersworth Firefighters	IAFF
Somersworth Public Administrators Assoc.	NON-AFFILIATED
Somersworth Public Works	AFSCME
Strafford County Sheriffs	NEPBA
Strafford Education Association	NEA-NH
Stratham Teachers Association	NEA-NH
Thornton Education Association	NEA-NH
Unity Education Association	NEA-NH
University of NH - Professors	AAUP
Wilton Education Association	NEA-NH
Wilton-Lyndeborough Cooperative Support Staff	NEA-NH

Expired Collective Bargaining Agreements as of March 24, 2016  
(155 Contracts)

Yankee Greyhound Race Track (Maintenance)	TEAMSTERS
Yankee Greyhound Race Track (Officials)	TEAMSTERS
Yankee Greyhound Race Track (Security)	TEAMSTERS