HOUSE BILL

1290-FN

AN ACT relative to public employee labor relations and collective bargaining.

SPONSORS:

COMMITTEE: Labor, Industrial and Rehabilitative Services

ANALYSIS

This bill requires the public employee labor relations board to allow an employee to vote by mail on certifying or decertifying the organization as the exclusive bargaining unit.

Explanation:
Matter added to current law appears in bold italics.
Matter removed from current law appears [in brackets and struckthrough.]
Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.
HB 1290-FN - AS INTRODUCED

STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Twenty

AN ACT relative to public employee labor relations and collective bargaining.

Be it Enacted by the Senate and House of Representatives in General Court convened:

1 Public Employee Labor Relations; Elections. Amend RSA 273-A:10, III to read as follows:
   III. (a) The ballot shall contain a space permitting a vote against representation by any
   employee organization whatever; and no election shall be held within 12 months after an election in
   which a majority of those voting cast ballots against representation by any employee organization.
   (b) The board shall, at the employee's request, allow the employee to vote by mail
   in any election conducted pursuant to this chapter to certify or decertify an organization
   as the exclusive representative in collective bargaining.

2 Effective Date. This act shall take effect 60 days after its passage.
AN ACT relative to public employee labor relations and collective bargaining.

FISCAL IMPACT:  [ X ] State  [ ] County  [ ] Local  [ ] None

<table>
<thead>
<tr>
<th>STATE:</th>
<th>Estimated Increase / (Decrease)</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>FY 2020</td>
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<tr>
<td>Appropriation</td>
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<td>Revenue</td>
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<tr>
<td>Funding Source:</td>
<td>[ X ] General</td>
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METHODOLOGY:

This bill requires the Public Employees Labor Relations Board (PELRB) to allow an employee to vote by mail on certifying or decertifying the organization as the exclusive bargaining unit. The PELRB conducts bargaining unit representation elections. The elections are conducted on site at the workplace. Mail ballot elections are currently permitted if the eligible voters are dispersed across the State and in situations where there are multiple work sites or no central work site. The PELRB follows administrative rule Pub 303.13 in determining whether employees are eligible to vote by absentee ballot. This bill states the PELRB shall, at the employee's request, allow the employee to vote by mail. The PELRB indicates the fiscal impact of the bill would depend on the actual rate at which eligible voters request a mail ballot. The PELRB assumes additional expenditures would be in the form of administrative costs, supplies and postage, However, the amount cannot be determined based on information presently available.

It is assumed this bill will not be effective until FY 2021.

AGENCIES CONTACTED:

Public Employee Labor Relations Board