

**New Hampshire Troopers Association v. NH Dept. of Safety - Division of State Police,**  
Decision No. 2024-065 (Case No. G-0097-31).

**Background:** The Union claimed that the State committed an unfair labor practice in violation of RSA 273-A:5, I (e) & (g) and RSA 273-A:3 when it failed to bargain in good faith over the impact on the terms and conditions of employment of the State's implementation of its policy related to body worn and cruiser cameras. The State denied the charge. The State asserted that it met regularly with the Union, did not accept the Union's proposal, and suggested the Union resubmit the proposal during regular bargaining on a successor collective bargaining agreement. The State also questioned whether implementation of the policy would have any effect on the terms and conditions of employment for bargaining unit employees.

**Decision:** The Board found that the State violated RSA 273-A:5, I (e), (g), and, derivatively, RSA 273-A:3 based on the following: (1) at the end of bargaining table discussions, the official state negotiator represented that he would get an answer in two weeks; (2) this, together with the fact that it is the Governor who has the authority and obligation to negotiate the terms and conditions of employment for Troopers represented by the Union, meant that the State's good faith bargaining obligations required that the Governor review and act on the Union's proposal; and (3) this never happened. No relief was ordered beyond this finding because the Union had the opportunity to pursue a body worn camera proposal in regular bargaining but did not.

***Disclaimer: This summary is intended to provide a brief description of the issues in this case and the outcome. The summary is not a substitute for the decision, should not be relied upon in place of the decision, and should not be cited as controlling or relevant authority in PELRB proceedings or other proceedings.***