

State Employees Association of NH, SEIU Local 1984 v. Town of Littleton, Decision No. 2024-068 (Case No. G-0171-2).

Background: This case stemmed from the Town's termination of a bargaining unit employee that was grieved by the Union and arbitrated in accordance with the collective bargaining agreement which provided for final and binding arbitration. The Union claimed that the Town violated RSA 273-A:5, I (h) & (i) when it implemented the arbitrator's award which allegedly exceeded the arbitrator's authority and violated a strong and dominant public policy. The Town denied the charges and maintained that the arbitrator properly exercised his authority in deciding the question the parties submitted to him, and that his decision did not violate a strong and dominant public policy.

Decision: The Board dismissed the complaint. Applying the standard set forth in *Appeal of Merrimack County*, 156 N.H. 35 (2007), the board found that the arbitrator did not exceed his authority when he decided the arbitral issue submitted by the parties, namely, was there just cause to terminate the employee; and that the arbitrator's decision did not violate a strong and dominant policy.

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.