

Professional Fire and Police Officers Association of Bedford and Town of Bedford, Decision No. 2024-126 (Case No. G-0307-1).

Background: The Union filed a petition to certify a bargaining unit comprised of certain employees of the police and fire departments of the Town of Bedford. After a hearing, the proposed unit was approved. See PELRB Decision No. 2022-068. The Union later filed a request to add the position of Police Captain to the approved unit. The Town objected on the grounds that the Captains were supervisory employees within the meaning of RSA 273-A:8, II and could not be included in the same unit with Police Lieutenants.

Decision: The Captain positions were added to the bargaining unit for the following reasons: (1) the Support Bureau Captain did not have any Lieutenants or other bargaining unit positions in his chain of command; (2) the Support Bureau Captain's position was essentially the same as the Support Bureau Lieutenant position which had been previously determined as appropriate for the inclusion in the bargaining unit; (3) the Captains did not exercise "supervisory authority involving the significant exercise of discretion"; and (4) the Captains had a community of interest with the rest of the bargaining unit.

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.