

NH Mandatory Subjects of Bargaining

Mandatory subjects of bargaining are wages, hours, and other terms and conditions of employment. Wages can include hourly rates of pay, pay schedules, incentive plans, overtime pay, shift differentials, paid holidays, paid vacations, personal days, severance pay, bonus pay, merit pay, etc. Wage increases, and sign-on bonuses are all mandatory subjects of bargaining under the term **wages**.

Hours refers to the particular hours of the day and the particular days of the week during which employees may be required to work.

"Other terms and conditions of employment" include areas such as a grievance procedure (does not include final and binding arbitration), layoffs, seniority and promotions, sick leave, work rules, and definition of bargaining unit work.

The following is a list of typical mandatory subjects of bargaining. This list is not intended to be definitive or final, because there is no one list of what is a mandatory subject of bargaining and the way a bargaining proposal is framed can have an impact on whether the NH Public Employee Labor Relations Board or some other body finds the subject to be mandatory or not. As a result, if disputes arise in bargaining, you should consult your NEA-NH UniServ Director.

Some Generally Accepted Mandatory Subjects are:

Compensation for additional duties such as stipends for coaching, etc. Course reimbursement
 Health insurance co-pays
 Health insurance including percent splits, the number of plans, types of plans, and the plan design
 Holidays
 Initial wages for new positions
 Longevity benefits
 Payday schedules Payroll deduction
 Professional days for in-service
 Regularly-scheduled overtime
 Retirement incentives
 Shift premiums Sabbatical leave
 Salaries and advancement on salary schedule for course and degree completion Salary differentials for completing specialized training
 Salary differentials for working with students with serious medical needs Sick Leave Benefits including sick leave banks and sick leave buybacks
 Subcontracting out work traditionally performed by bargaining unit employees Length of the work day
 Length of the work year
 Release time
 Mentor Programs, Orientation and Induction for new employees

Performance evaluation procedures
Block scheduling
Dress codes
Grading procedures
Grievance and arbitration procedures
Health and Safety issues including building issues and student violence issues
Due Process in disciplinary matters
Maternity/Paternity Leave Personal
Leave
On-premise access to employees for transaction of union business
Personnel files
Union rights and responsibilities
All Leave Benefits
Length of Contract

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