

# THE E<sup>3</sup> PUBLICATION



## ECONOMIC

A compilation of local, state and federal statistics relative to New Hampshire.

## EDUCATION

Summarizing New Hampshire's educational attainment and skills gap.

## EMPLOYMENT

The impact on New Hampshire's workforce development: past, present & future.

PRODUCED BY SEACOAST REPUBLICAN WOMEN



# ABOUT THE E<sup>3</sup> PUBLICATION

SRW is vitally interested in tracking public policy development and to provide support through education to interested citizens, both those seeking to make a positive difference in elected office and others interested in influencing policy directions.

SRW respects the fact that the well-being of a state and its electorate depends upon its economics and the ability of the education and employment sectors to prepare citizens for productive participation in the labor force.

E<sup>3</sup> stands for Economics, Education and Employment.

SRW formed a workgroup in the Spring of 2017 to look into the facts behind various aspects of the New Hampshire workforce, including population trends in the age groups, what occupations in New Hampshire increased or decreased in jobs over time, the location of labor unions in occupations, and the gap between employer need for skills and the availability of potential employees with those skills. The decision was made to tell the New Hampshire story using facts only from highly reliable sources, for example, the Bureau of Labor Statistics (BLS) within the U.S. Department of Labor and U.S. Census Bureau (Community Population Survey). The workgroup has met regularly since May 2017.

The E<sup>3</sup> publication is a Work in Progress, evidenced by the blank pages in the publication. Please enjoy the read.

The Members of the E<sup>3</sup> Workgroup, also known as the SRW Policy & Research Committee, are listed below:

- Susan Parker, Advisor and Two Term Treasurer, Rehabilitation International and RI Foundation; SRW Chairperson Policy & Research (Chairperson/convenor, E<sup>3</sup> Workgroup); former Policy Director, Disability, U.S. Department of Labor; former Senior Advisor, Disability, International Labor Organization; former Commissioner, Disability, U.S. Social Security Administration; former Commissioner, State of Maine, Department of Mental Health & Mental Retardation; former Executive Director, State of New Hampshire Developmental Disabilities Council.
- Karen Yesinkus, Director of Marketing, Malone Commercial Brokers; SRW Assistant Treasurer, SRW Policy & Research Committee, E<sup>3</sup>'s **Layout Manager** and Infographics Designer. Former Designer/Manager, of SRW website (2½) terms.
- Jo Horvath, President, Seacoast Republican Women, (2) Terms; SRW Immediate Past President, SRW Policy & Research Committee, E<sup>3</sup> Workgroup. Past employment: Director of Marketing & Development, Rosewood Heights Health Center, President of the Rosewood Heights Health Center Foundation, Syracuse NY; Marketing & Development Director, Hospice of Utica, New York; President of Hospice of Utica, New York Foundation; Member of the New York State Hospice Board.
- Joanne Ward, Current President, Seacoast Republican Women; former Representative to the New Hampshire General Court, Rockingham County, (2) Terms; Licensed Registered Dietician.
- Kate Pratt, SRW Policy & Research Committee, E<sup>3</sup> Workgroup; former Commissioner, Rockingham County, (7) Terms; former Representative to the New Hampshire General Court, Rockingham County, (2) Terms; Past employment includes: real estate development in Boston and Portsmouth.

# NEW HAMPSHIRE IN BRIEF

## WORKFORCE DEVELOPMENT

### WHICH WAY TO GO?



**Data is not only a place to find answers, it's also a place where ideas originate.** When people are looking at the same numbers, sharing the same truth, they are able to collectively make informed decisions. The sharing of ideas gives people a chance to show others new ways, to understand problems, opportunities, and methods to move forward together.

























This BRIEF is an overview of the “E<sup>3</sup> Publication,” a compilation of local, state, and federal statistics about **New Hampshire's current workforce**. The “E<sup>3</sup> Publication” summarizes economic, education and employment sectors and their respective impact on the State's workforce development past, present and future. Our key findings:

- **Average age of NH's inhabitants is rising.** The numbers of workers coming up through the pipeline is shrinking, most noticeably in ages 35-44 and 45-54, prime work years. The workforce preparation in education and training at all levels will have to become much more focused and efficient at training young people to prepare for jobs employers need to fill.
- The employer, the demand side of the employment equation, will by necessity be exerting pressures on the quality of workforce training to create skills to perform available jobs. Employers do business best in locations able to supply a prepared workforce.
- Approaches such as apprenticeships and focused skills training to prepare to perform jobs reflecting what employers need will be required for younger age groups still in the education pipeline.
- Five job sectors increased and three job sectors decreased the number of jobs over the 2005 to 2015 time-period. Only one, manufacturing, is forecasted to further decrease by 2020. The largest gains will be made in health care and social assistance; administrative and support and waste management and remediation; professional, scientific and technical services.
- Younger workers started entering the workforce while the country was struggling to recover from the Great Recession. They were also raised in a period which highly encouraged four-year liberal arts degrees over other types of education and training.
- **We need to learn new terminology, for example, “Middle Education” occupations:** jobs in the middle of the labor market, those that require more than a high school diploma but less than a 4-year degree for entry-level employment. **Middle education occupations are sometimes called “middle skill” occupations; however, actual skills needed for these are not easily analyzed, whereas typical entry-level education and training is readily available.**
- Even as NH jobs in non-farm employment have reached **record highs in 2016 and the state's unemployment rate is** among the lowest in the country, state planners understand that the task is no longer to hire the unemployed but to focus on workforce training and education to build the skills needed by employers.
- Despite popular thinking that occupational job growth is concentrated in the highest and lowest skill requirement categories, demand for workers in the middle education jobs is not disappearing.
- Reliable statistical models within current research demonstrates that there is substantial economic growth potential **present in NH. It is critical to understand the employers' demand for skills and how that demand matches the currently defined job occupations and the required preparation needed to perform the skills within the occupations.**

**QUESTIONS OR INQUIRIES FOR FULL REPORT**  
**EMAIL: [nhpolicyandresearch@gmail.com](mailto:nhpolicyandresearch@gmail.com)**

# WHERE ARE NEW HAMPSHIRE'S JOBS?

## NH's 8 Largest Job Sectors

	RETAIL TRADE	GOVERNMENT	HEALTH CARE & SOCIAL ASSISTANCE	MANU- FACTURING	ACCOMMO- DATION & FOOD SERVICES	ADMIN SUPPORT, WASTE MGMT & REMEDIATION	PROFESSIONAL, SCIENTIFIC & TECHNICAL SVCS.	FINANCE & INSURANCE
								
2015 Total # Jobs	95,263	92,340	87,770	67,376	55,944	30,367	29,071	28,724
2005 - 2015								
Estimate 2020								

486,855  
TOTAL # JOBS

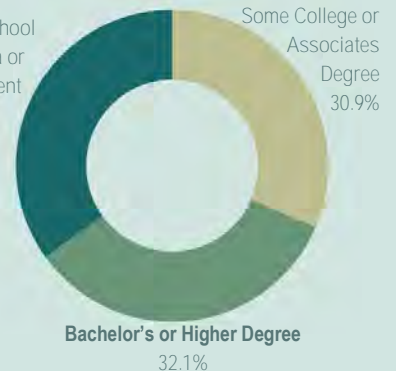
Above compiled from New Hampshire Economic Review, November 2015, compiled by New Hampshire Department of Business & Economic Affairs, page 16

## NEW HAMPSHIRE'S MIDDLE OCCUPATIONS

These are jobs in the middle of the labor market which usually require more than a high school diploma and less than a 4-year degree for entry level employment.

## NEW HAMPSHIRE'S 3 LEVELS OF EDUCATIONAL ATTAINMENT

High School  
Diploma or  
Equivalent  
28.9%



## PRIORITIES FOR POLICY MAKERS & BUSINESS LEADERS



- **SKILLS & TRAINING** - Preparation for today's world of work must match the person's interest in the skills actually required by employers.
- **WORKER FLEXIBILITY** - Meet the challenge that current education and workforce training models have to respond to labor market need.

- **WORKFORCE FLEXIBILITY** - Middle Education Occupation Categories must be further investigated to match worker education to concrete job expectations.
- **ECONOMIC GROWTH** - Depends on harnessing the strengths in an occupational mix of a younger workforce, greater mobility, employment transitioning and job matching.

# PREFACE

**Data is not only a place to find answers, it's also a place where ideas** originate. When people are looking at the same numbers, sharing the same truth, they are able to collectively make informed decisions.

The sharing of ideas gives people a chance to show others new ways, for example, to understand problems, opportunities, and methods to move forward together.

Working by oneself with little or no sharing of information with others makes us susceptible to overrating our ideas and the subsequent trap of holding on to methods or preferred interpretations. The systematic use of data can help us all to guard against preconceived notions, enabling us to receive new facts and point us in new directions.

The core objective of the E<sup>3</sup> publication, a product of the Seacoast **Republican Women's Policy & Research Committee**, is to ask questions, dig deeper into available data for facts, always mindful that we need to be as informed as possible.

The E<sup>3</sup> publication is a compilation of local, state, and federal statistics **woven into a story about New Hampshire's current workforce. This body of work summarizes New Hampshire's economic, education and employment sectors and their respective impact on the State's workforce development, past, present and future.**

New Hampshire Seacoast Republican Women  
Spring, 2018





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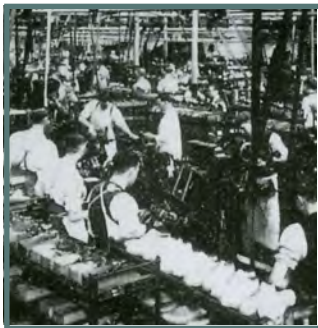
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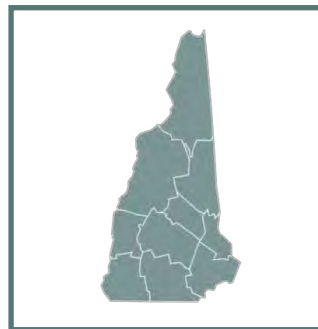
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# OUR NEW HAMPSHIRE POPULATION

3.65%  
population growth  
over past 7 years



Total population New Hampshire 2017 = 1,364,251, a 3.65 growth [47,781 over seven (7) years] compared to 2010 (1,316,470).<sup>1</sup>

Population growth in New Hampshire is substantially slower than in the nation as a whole. Please note that *population changes may offset New Hampshire's job growth and how job needs are met*. From 2008 to 2012 the nation's population grew by 3.2% compared to 0.4% for New Hampshire.<sup>2</sup>

This slower growth was primarily caused by domestic out-migration. A low rate of population growth will affect the rate of job growth in the future as well as the distribution of jobs by industry and occupation. In former days, New Hampshire was the fastest growing state in the Northeast. In the years after the Great Recession domestic in-migration slowed markedly.

Census Bureau estimates released at the end of 2017 indicate that the population grew by 7,800, July 2016 and July 2017, 60% higher than the previous year. Is this a trend? Or is this is a single year blip of in-migration from one state to another? Maine showed a similar blip for the same period.

## MEDIAN AGE

The median age in New Hampshire has increased by 1.6 years in the last seven (7) years. According to the U.S. Census Bureau's "Annual Estimates of the Resident Population for Selected Groups," New Hampshire's population's median age ranked #3 in the country, exceeded only by Maine and Vermont. In fact, five (5) of the six (6) New England states are ranked among the ten states with the highest median ages.

Because of the slow rate of growth in this state and its relatively high median age, it is prudent to have a look at the age groups' growth or decline over the last seven (7) years, 2010 - 2017. The so-called PRIME WORK YEARS are 25-64. The lower age cohorts will create the future labor supply.

<sup>1</sup> Esri (Environmental Systems Research Institute), U.S. Census Bureau 2010

<sup>2</sup> "Measuring New Hampshire's Economic Health," New Hampshire's Employment Security Economic and Labor Market Information Bureau, August 2013, pg. 6



## EXHIBIT 1

New Hampshire age groups growth or decline over the last 7 years

<u>A. &lt;1 to 15 years</u> 2010 - 250,193 2017 - 235,380	The <i>decline</i> in this age group by year ranges from 0.1 to 0.5% for each age year
<u>B. 16 + 17 years</u> 2010 - 37,041 2017 - 32,473	<b>For these two age years combined, 2017's total</b> <i>declined</i> by 4,568 people or 12.3% over 2010
<u>C. 18 + 19 years</u> 2010 - 38,568 2017 - 39,886	For these two age years combined, the 2017 <i>increase</i> of 1,318 people is 3.4% more than 2010
<u>D. 20 to 24 years</u> 2010 - 84,546 2017 - 88,901	<b>This age group is 6.5% of N.H.'s population.</b> <b>2017's total is 4,355 more than 2010's 5.15% , an</b> <i>increase</i> for this age group
<u>E. 25 to 34 years</u> 2010 - 144,472 2017 - 161,549	<b>11% of New Hampshire's total population</b> <b>11.9% of New Hampshire's total population</b> an <i>increase</i> of 17,077 in (7) years for this age group
<u>F. 35 – 44 years</u> 2010 - 179,178 2017 - 162,784	<b>13.6% of New Hampshire's total population</b> <b>11.9% of New Hampshire's total population</b> a <i>decrease</i> of 16,394 in (7) years for this age group
<u>G. 45 – 54 years</u> 2010 – 225,961 2017 - 202,318	<b>17.1% of New Hampshire's total population</b> <b>14.8% of New Hampshire's total population</b> a <i>decrease</i> of 23,643 in (7) years for this age group
<u>H. 55 – 64 years</u> 2010 - 178,243 2017 - 209,471	<b>13.5% of New Hampshire's total population</b> <b>15.4% of New Hampshire's total population</b> an <i>increase</i> of 31,228 in (7) years for this age group
<u>I. 65 – 74 years</u> 2010 - 96,762 2017 - 139,727	<b>7.3% of New Hampshire's total population</b> <b>10.2% of New Hampshire's total population</b> an <i>increase</i> of 42,965 in (7) years for this age group

SOURCE: Esri

## EXHIBIT 2

To further substantiate that New Hampshire is aging please consider this composite number of all those over age 50 as a percentage of the total population

Over 50:

2010: 468,908      **35.6% of New Hampshire's total population**

2017: 548,485      **40.2% of New Hampshire's total population**

The *increase* over (7) years is nearly 80,000 (79,577) for this age group in a state whose total population increased by 3.6% over the same (7) years [2010-2017], 1,316,470 to 1,364,251

SOURCE: Compiled from Esri data

### SUMMARY POINTS

4.6%

increase in over 50  
population

- **Average age of State's inhabitants is rising.**
- The numbers of workers coming up through the pipeline in-state is shrinking noticeable in Age Groups 35-44 and 45-54 PRIME WORK YEARS.
- The workforce preparation of education and training at all levels will have to become much more focused and efficient at training young people to prepare for jobs employers need to fill.
- The employer, the demand side of the employment equation, will by necessity be exerting pressures on the quality of workforce training to create skills for available jobs.
- Employers do business best in locations able to supply a prepared workforce.
- Approaches such as apprenticeships and focused skills training to prepare to perform jobs reflecting what employers need will be required for younger age groups still in the education pipeline.

## EXHIBIT 3

**An aging workforce will affect some sectors of New Hampshire's economy more than others, for example, manufacturing, especially heavy manufacturing. Let's look at some business statistics for New Hampshire:**

Total Businesses in N.H.:	62,120
Total Employees in N.H.:	774,146
Total Residential Population:	1,364,251 (2017)
Employee/Residential Population Ratio:	55:100 (55 employees per 100 residents)

SOURCE: Compiled from Esri data

# WHERE ARE NEW HAMPSHIRE'S JOBS?

**New Hampshire's jobs are classified by type of industry into various categories. Statisticians in both New Hampshire government and the nation's Bureau of Labor Statistics (BLS) track such data.**



- It is prudent to keep the big picture in mind when influencing policy direction.
- It is equally important to keep the smaller pictures in mind that influence the creation of job opportunities.

Where is the labor supply?

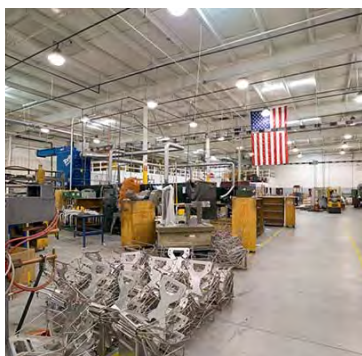
How old is it?

What skills does it have?

Does the labor supply possess the right skills needed by employers?



Without employers, there are no jobs. Employers need to be located where the labor supply can perform the skills required by available jobs.





## EXHIBIT 4

### New Hampshire's eight (8) largest job sectors

8 LARGEST JOB SECTORS <sup>3</sup>	
Retail Trade	15.0%
Government	14.5%
Health Care and Social Assistance	13.8%
Manufacturing	10.6%
Accommodation & Food Services	8.8%
Administrative & Support, Waste Management & Remediation	4.8%
Professional, Scientific and Technical Services	4.6%
Finance and Insurance	4.5%

In 2015, retail trade, government, health care and social assistance and **manufacturing accounted for more than half (53.9%) of New Hampshire's jobs** which numbered 636,818. What has been the trend over the last 10+ years and what is the near term trend?

retail, government,  
health care, social  
assistance and  
manufacturing  
sectors accounted for

53.9%

**of New Hampshire's**  
jobs

Each of these eight largest job sectors of 2015 increased or decreased numbers compared to ten (10) years earlier in 2005. Starting with the top four categories:

- Retail trade and manufacturing both lost jobs from 2005 to 2015, 2% and 16% respectively.
- How many? Retail lost 2,004 jobs and manufacturing lost 12,364 jobs over the 10 years.
- Retail is forecasted to add another 1,905 jobs by 2020.
- Manufacturing is forecasted to lose another 2,695 jobs by 2020.
- Health care and social assistance and government both increased over the same 10 years: 17% (12,734 jobs) for health care and government 1% (914 jobs).

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<sup>3</sup> New Hampshire Economic Review, November 2015, compiled by New Hampshire Dept. of Business & Economic Affairs, page 16

## EXHIBIT 5

### New Hampshire's eight (8) largest job sectors (2015) with +/- from 2005 and estimate for 2020

New Hampshire's (8) Largest Job Sectors <sup>4</sup>	2015 Total # of Jobs	+ or - from 2005	+ or - estimate 2020
Retail Trade	95,263	-2%	+2%
Government	92,340	+1%	+2%
Health Care & Social Assistance	87,770	+17%	+13%
Manufacturing	67,376	-16%	-4%
Accommodation & Food Services	55,944	+7%	+5%
Administrative & Support, Waste Management & Remediation	30,367	+31%	+12%
Professional, Scientific & Technical Services	29,071	+9%	+11%
Finance & Insurance	28,724	-2%	+5%
TOTAL NUMBER JOBS:		486,855	

In 2020

three sectors have  
double digit gains  
estimated

- Five job sectors increased and three job sectors decreased over the 2005 to 2015 time-period.
- The only job sector forecasted to decrease by 2020 is manufacturing.
- The largest gains will be made in:
  - health care and social assistance,
  - administrative and support & waste management & remediation,
  - professional, scientific & technical services.

<sup>4</sup> New Hampshire Economic Review, November 2015, compiled by New Hampshire Dept. of Business & Economic Affairs, pg 16.

The table below shows all categories, the gains and losses over 10 years (2005-2015) and the forecasts to 2020. The categories losing jobs are clustered first.

## EXHIBIT 6

New Hampshire Jobs 2005-2020 <sup>5</sup>	2005 vs. 2015 decrease/increase	Forecast for 2020 decrease/increase
Mining, quarrying, and oil & gas extraction	- 12%	+ 4%
Utilities	- 18%	- 7%
Construction	- 20%	+ 4%
Manufacturing	- 16%	- 4%
Information	- 7%	+ 1%
Finance & Insurance	- 2%	+ 5%
Real Estate and Rental and Leasing	- 18%	+ 4%
Unclassified Industry <sup>6</sup>	- 25%	- 23%
<i>CATEGORIES INCREASING:</i>		
Crop & Animal Production	+ 4%	+ 1%
Transportation & Warehousing	+ 3%	+ 3%
Professional, Scientific & Technical Services	+ 9%	+ 11%
Management of Companies and Enterprises	+ 8%	+ 3%
Administrative & Support, Waste Management & Remediation	+ 31%	+ 12%
Educational Services	+ 8%	- 1%
Health Care & Social Assistance	+ 17%	+ 13%
Arts, Entertainment & Recreation	+ 4%	+ 5%
Accommodation & Food Services	+ 7%	+ 5%
Other Services (except Public Administration)	+ 4%	+ 4%
Government	+ 1%	+ 2%
NUMBER OF JOBS: NEW HAMPSHIRE:		
<u>2005</u>	<u>2015</u>	<u>2020</u>
630,664	636,818	664,838

- Of the eight job categories decreasing over 10 years, five are forecasted to show increased jobs by 2020.
- Three will continue to lose jobs by 2020: utilities, manufacturing, unclassified industry.

<sup>5</sup> New Hampshire Economic Review, November 2015, compiled by New Hampshire Dept. of Business & Economic Affairs, pg 15.

<sup>6</sup> Unclassified industries are generally small, new businesses who have not identified what they do using the quarterly forms sent to them by the State. Such businesses numbered, for example, 300 out of 47,000 (less than 1 percent) in the second quarter 2017. An increase or decrease, then, only requires a small number to yield a high percentage.



# LABOR UNIONS IN THE LIVE FREE OR DIE STATE: MYTH OR REALITY?

New Hampshire settlers, whether we are looking at those hardy pioneers who first dared venture to the wilderness of the New Hampshire Plantation in the 1600s prior to the American Revolution, or those who followed just before and after the Revolution, one fact stands out: *born here in this state, out of sheer necessity, was an independent spirit able to support a strong work ethic.*

## A BIT OF HISTORY

Those early settlers, first on our Seacoast in present day Rockingham-Strafford counties, followed the waterways with nearby abundant natural resources. The cash crops of the day - cod fish and tall, straight white pine trees suitable for His Majesty's ships of sail, employed strong, healthy men who also began clearing the land for subsistence farming. It was they who often worked in early New Hampshire for England's great lords who were mainly in absentia landlords who deputized bosses of their own to oversee their economic interests in the new world. The influence of in absentia Landlords is a practice taking root early in the colonization process.

After the American Revolution and heralding the Industrial Age, widespread use of hydro power fueled the original woolen mills, wood products and shoe factories which were also owned very often by landlords from "away." By this time, the virgin timber had mostly been cut, replaced by fields feeding sheep whose shorn wool found a ready market in the State's

textile industry.



**Always at the center of New Hampshire's economy was and is the worker and the availability of workers, regardless of what drove the economy (natural resources, heavy industry, high tech, education, human services, or, much later, municipal, county and state government). The "ethos" of hard work has always formed the bedrock of New Hampshire's economy.**



THE FINE OLD PINE

**The English Crown was New Hampshire's first in absentia landlord and boss with the power to tax and the obligation to defend its colonists against enemies, domestic and foreign.**

Always there have been bosses and laborers in New Hampshire. A difference being the early bosses were here on site had to do heavy work if the occasion so warranted. The work had to be completed, financial expectations had to be met that had been levied by the absent owners.

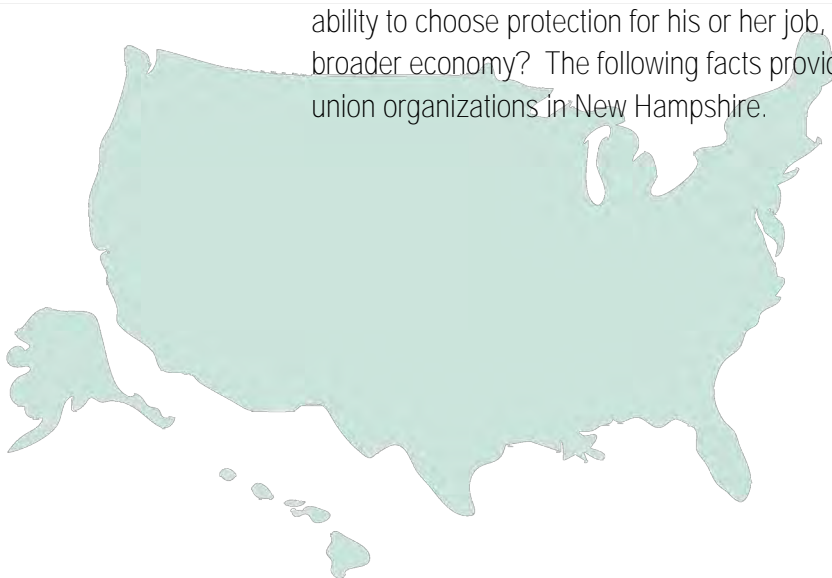
Before labor unions, owners/bosses reserved the best of the exportable products for themselves or the King. We know about the King's Mark on the fine old pines more than 24 inches in circumference. As the years rolled on, the colonists, like self-respecting workers everywhere, knew an unfair deal when they saw one.

As the tax levies from England kept coming, the seeds of discontent to separate from an unfair boss grew stronger. We know the end of this story. An **oppressive authority on the worker in yesterday's and today's America, and New Hampshire**, as one of the oldest colonies and states, never remains unchallenged for long.



THE KING'S MARK

Nationwide the formation of unions may have served a purpose at one time. **Do they still? How broad should a union's reach be regarding the worker's ability to choose protection for his or her job, role in the workforce and in the broader economy?** The following facts provide an overview of union organizations in New Hampshire.



**The root question about unions in New Hampshire is: “Where are they and who are the members?” The simple answer is that they are found in the public and private sectors of the state’s economy. Their strongest** presence in the public sector is made up, for example, of occupations providing public protection and public education.

**The nation’s data on membership in unions and their representation of employees by unions is collected by the *U.S. Government’s Bureau of Labor Statistics* (BLS, a division in the U.S. Department of Labor) using the Current Population Survey (CPS), a monthly household survey, conducted by the *U.S. Census Bureau* for BLS. *New Hampshire’s Department of Employment Security* works with BLS to obtain these data. However, these data are available to everyone on the U.S. Department of Labor’s government web site under New Hampshire’s Bureau of Labor Statistics.**



The New Hampshire Department of Employment Security routinely examines the BLS data and its various, numerous analyses. The Labor Economists working in the New Hampshire Department of Employment Security do many quality reports on an annual basis through the Economic Labor Market Information Bureau.

*The following table on pages 11 and 12 has been developed by the U.S. Department of Labor’s Bureau of Labor Statistics. It covers the years 2015 and 2016. The numbers are in thousands, showing the total employed by state, the Members of Unions and those Represented by Unions for each of the calendar years.*



Table 5. Union affiliation of employed wage and salary workers by state

Table 5. Union affiliation of employed wage and salary workers by state, 2015-2016 annual averages

[Numbers in thousands]

State	2015					2016				
	Total employed	Members of unions <sup>(1)</sup>		Represented by unions <sup>(2)</sup>		Total employed	Members of unions <sup>(1)</sup>		Represented by unions <sup>(2)</sup>	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
Alabama	1,863	190	10.2	204	11.0	1,895	153	8.1	170	9.0
Alaska	304	60	19.6	66	21.7	297	55	18.5	59	19.9
Arizona	2,661	138	5.2	163	6.1	2,727	122	4.5	151	5.5
Arkansas	1,155	58	5.1	74	6.4	1,186	47	3.9	59	5.0
California	15,657	2,486	15.9	2,689	17.2	16,001	2,551	15.9	2,796	17.5
Colorado	2,310	194	8.4	215	9.3	2,438	238	9.8	263	10.8
Connecticut	1,587	269	17.0	277	17.4	1,568	275	17.5	288	18.4
Delaware	412	38	9.2	43	10.4	419	48	11.4	56	13.3
District of Columbia	334	35	10.4	40	12.1	343	32	9.5	37	10.7
Florida	7,994	546	6.8	671	8.4	8,113	456	5.6	574	7.1
Georgia	4,016	162	4.0	206	5.1	4,249	165	3.9	210	4.9
Hawaii	583	119	20.4	126	21.7	597	119	19.9	125	20.9
Idaho	679	46	6.8	50	7.3	689	42	6.1	47	6.8
Illinois	5,566	847	15.2	892	16.0	5,587	812	14.5	856	15.3
Indiana	2,828	283	10.0	319	11.3	2,927	304	10.4	335	11.4
Iowa	1,435	138	9.6	174	12.2	1,454	129	8.9	153	10.5
Kansas	1,255	110	8.7	136	10.8	1,274	109	8.6	132	10.3
Kentucky	1,705	187	11.0	207	12.1	1,710	190	11.1	228	13.4
Louisiana	1,847	107	5.8	126	6.8	1,799	76	4.2	88	4.9
Maine	549	64	11.6	75	13.6	567	65	11.4	77	13.5
Maryland	2,757	287	10.4	337	12.2	2,815	310	11.0	347	12.3
Massachusetts	3,103	402	12.9	441	14.2	3,158	381	12.1	407	12.9
Michigan	4,083	621	15.2	672	16.5	4,196	606	14.4	651	15.5
Minnesota	2,565	363	14.2	385	15.0	2,563	365	14.2	388	15.2
Mississippi	1,103	60	5.4	75	6.8	1,108	73	6.6	90	8.1
Missouri	2,615	230	8.8	257	9.8	2,711	262	9.7	290	10.7
Montana	427	52	12.2	59	13.9	418	50	11.9	58	13.9
Nebraska	882	68	7.7	80	9.0	876	64	7.4	74	8.5
Nevada	1,232	177	14.3	203	16.5	1,211	146	12.1	182	15.0
New Hampshire	641	62	9.7	73	11.4	669	63	9.4	74	11.0

**Footnotes**

(1) Data refer to members of a labor union or an employee association similar to a union.

(2) Data refer to both union members and workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

NOTE: Data refer to the sole or principal job of full- and part-time wage and salary workers. All self-employed workers are excluded, both those with incorporated businesses as well as those with unincorporated businesses. Updated population controls are introduced annually with the release of January data.

<https://www.bls.gov/news.release/union2.t05.htm>

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Source: U.S. Department of Labor, Bureau of Labor Statistics, Division of Labor Force Statistics, <https://www.bls.gov/news.release/union2.t05.htm>

## EXHIBIT 7 (continued)

Table 5. Union affiliation of employed wage and salary workers by state

State	2015					2016				
	Total employed	Members of unions <sup>(1)</sup>		Represented by unions <sup>(2)</sup>		Total employed	Members of unions <sup>(1)</sup>		Represented by unions <sup>(2)</sup>	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
New Jersey	3,880	596	15.4	644	16.6	4,007	644	16.1	666	16.6
New Mexico	782	49	6.2	61	7.9	784	49	6.3	64	8.2
New York	8,249	2,038	24.7	2,141	26.0	8,227	1,942	23.6	2,075	25.2
North Carolina	4,089	123	3.0	167	4.1	4,225	129	3.0	174	4.1
North Dakota	352	19	5.4	24	6.8	363	20	5.5	25	7.0
Ohio	4,914	606	12.3	670	13.6	4,970	617	12.4	702	14.1
Oklahoma	1,567	88	5.6	116	7.4	1,482	80	5.4	97	6.6
Oregon	1,586	235	14.8	256	16.2	1,691	228	13.5	267	15.8
Pennsylvania	5,601	747	13.3	804	14.4	5,686	685	12.1	724	12.7
Rhode Island	483	68	14.2	72	14.9	481	74	15.5	81	16.9
South Carolina	1,960	41	2.1	57	2.9	1,981	32	1.6	52	2.6
South Dakota	382	22	5.9	26	6.9	379	20	5.2	26	7.0
Tennessee	2,693	146	5.4	175	6.5	2,746	158	5.7	174	6.4
Texas	11,177	503	4.5	626	5.6	11,457	462	4.0	606	5.3
Utah	1,274	50	3.9	67	5.2	1,318	62	4.7	79	6.0
Vermont	284	36	12.6	42	14.7	290	33	11.5	37	12.9
Virginia	3,736	202	5.4	258	6.9	3,748	160	4.3	226	6.0
Washington	2,977	500	16.8	536	18.0	3,090	539	17.4	577	18.7
West Virginia	665	83	12.4	91	13.7	669	79	11.8	88	13.2
Wisconsin	2,682	223	8.3	253	9.4	2,696	219	8.1	244	9.0
Wyoming	261	19	7.1	22	8.2	248	16	6.3	18	7.3

## Footnotes

(1) Data refer to members of a labor union or an employee association similar to a union.

(2) Data refer to both union members and workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

NOTE: Data refer to the sole or principal job of full- and part-time wage and salary workers. All self-employed workers are excluded, both those with incorporated businesses as well as those with unincorporated businesses. Updated population controls are introduced annually with the release of January data.

## EXHIBIT 8: New Hampshire union affiliation of employed wage and salary workers

	2015	2016	2017
Total Employees	641,000 (100%)	669,000 (100%)	669,000 (100%)
Members of Unions Employed	62,000 (9.7%)	63,000 (9.4%)	63,000 (9.4%)
Represented by Unions Employed	73,000 (11.4%)	74,000 (11%)	74,000 (11%)

Source: Compiled from U.S. Department of Labor, Bureau of Labor Statistics, Division of Labor Force Statistics,  
<https://www.bls.gov/news.release/union2.t05.htm>

## EXHIBIT 9: New Hampshire union affiliation of employed wage and salary workers (1989-2011)

Table 4. Union affiliation of employed wage and salary workers by state, annual averages 1989-2011 (Numbers in thousands)

Year	New Hampshire				
	Total employed	Members of Unions		Represented by Unions	
		Total	Percent of employed	Total	Percent of employed
1989	509	59	11.6	68	13.3
1990	516	59	11.4	67	13.0
1991	506	58	11.5	67	13.2
1992	498	48	9.7	61	12.2
1993	518	43	8.2	54	10.5
1994	-	-	-	-	-
1995	528	67	12.6	76	14.5
1996	514	57	11.2	65	12.6
1997	544	56	10.2	63	11.5
1998	559	62	11.0	71	12.6
1999	565	60	10.6	69	12.2
2000	576	60	10.4	67	11.6
2001	609	61	10.0	70	11.4
2002	613	60	9.8	68	11.2
2003	607	56	9.3	69	11.3
2004	618	61	9.9	68	11.0
2005	627	65	10.4	72	11.5
2006	620	63	10.1	70	11.3
2007	631	61	9.7	70	11.2
2008	635	67	10.6	79	12.4
2009	616	67	10.8	76	12.3
2010	622	63	10.2	73	11.7
2011	617	68	11.1	77	12.5

NOTE: Data refer to members of a labor union or an employee association similar to a union. Those represented by unions include both union members and workers who report no union affiliation but whose jobs are covered by a union or an employee association contract. Data refer to the sole or principal job of full- and part-time wage and salary workers. All self-employed workers are excluded, both those with incorporated businesses as well as those with unincorporated businesses. Updated population controls are introduced annually with the release of January data. State estimates are not available for 1994. Beginning in 2000, data reflect population controls from Census 2000 and new industry and occupational classification systems.

SOURCE: Current Population Survey (CPS), Bureau of Labor Statistics

From 1989 through 2011 the New Hampshire trend of membership and representation in unions. Please note that the numbers for representation by unions for each of the 22 years has run higher than the numbers for membership



## EXHIBIT 10

### Six (6) New England States Union Membership

#### Union Membership in New England, 2011

Table 1. Union affiliation of employed wage and salary workers by state (Numbers in thousands)

State	2010					2011				
	Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>		Total employed	Members of unions <sup>1</sup>		Represented by unions <sup>2</sup>	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
Connecticut	1,549	258	16.7	270	17.4	1,542	259	16.8	272	17.7
Maine	543	63	11.6	71	13.0	554	63	11.3	74	13.4
Massachusetts	2,866	415	14.5	446	15.6	2,882	422	14.6	445	15.4
New Hampshire	622	63	10.2	73	11.7	617	68	11.1	77	12.5
Rhode Island	456	75	16.4	79	17.4	453	79	17.4	81	17.9
Vermont	289	34	11.8	40	13.6	290	35	12.0	39	13.5

<sup>1</sup> Data refer to members of a labor union or an employee association similar to a union.

<sup>2</sup> Data refer to both union members and workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

NOTE: Data refer to the sole or principal job of full- and part-time wage and salary workers. All self-employed workers are excluded, both those with incorporated businesses as well as those with unincorporated businesses. Updated population controls are introduced annually with the release of January data.

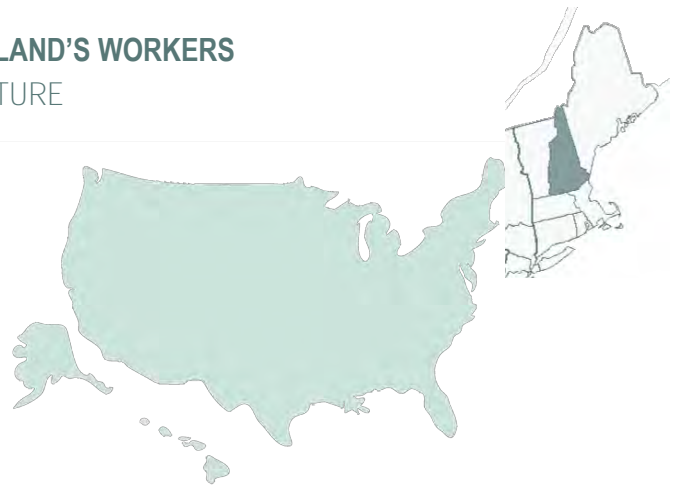
Source: U.S. Dept. of Labor, Bureau of Labor Statistics, [https://www.bls.gov/regions/new-england/data/unionmembership\\_newengland\\_table\\_pdf.pdf](https://www.bls.gov/regions/new-england/data/unionmembership_newengland_table_pdf.pdf)

### COMPARISON OF NEW HAMPSHIRE'S AND NEW ENGLAND'S WORKERS

#### REPRESENTED BY A UNION WITH THE NATIONAL PICTURE

- Sixteen million workers were represented by unions in 2016, accounting for 12% of the U.S. workforce trend: over the past few decades both union representation and union membership rates have declined.
- As a share of the total workforce, union representation is higher in these states:

New York (25%)      Hawaii (21%)      Alaska (20%)



By contrast, union workers account for less than 5% of the workforce in Georgia, Louisiana, North and South Carolina.

- Factors influencing unions' presence:**
  - Type of industries employing workers
  - Individual states' right to work provisions

Source: Bureau of Labor Statistics in Governing the States and Localities, 2016  
[www.governing.com/gov-data/public-workforce-salaries-and](http://www.governing.com/gov-data/public-workforce-salaries-and),  
[www.bls.gov/news.release/union2.nro.htm](http://www.bls.gov/news.release/union2.nro.htm)

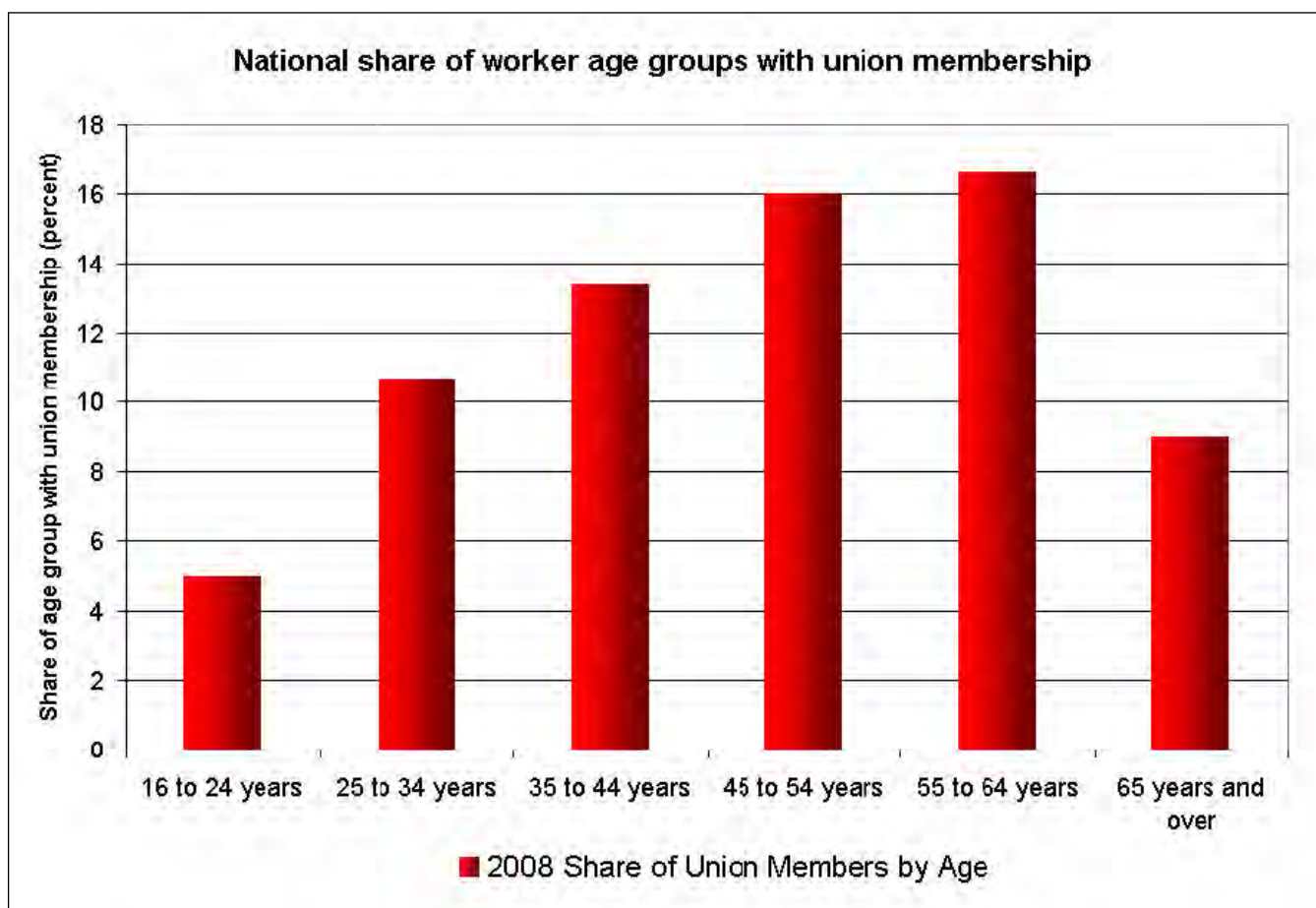
Nationally, older workers tend to have a higher affiliation with unions.

The two older age groups reported, the 45 to 54 years and 55 to 64 years, have the highest union participation with a 16.0 and 16.6 percent union membership rates, respectively. Another 1.6 percent of the 45 to 54-year group and 1.8 percent of 55 to 64-year-old workers were covered by those unions or employee associations. The age of these workers may be an explanation for their association to unions.

Historically, men have a higher share of union membership than women. That is most likely attributable to jobs covered by a union or employee association contract traditionally being performed by one gender. Higher concentrations of union membership in the 45 to 64 age brackets are common to both genders.<sup>7</sup>

## EXHIBIT 11

Union members by age (national)<sup>8</sup>



<sup>7 & 8</sup> "National Age & Gender Demographics of Unions," in *New Hampshire Economic Conditions, July 2009, Volume 109, #07* pg. 1-2, 7. <https://www.nhes.nh.gov/elmi/products/documents/ec-0709.pdf>  
New Hampshire Employment Security, ELMI (Economic + Labor Market Information Bureau)

## INDUSTRIES NATIONAL

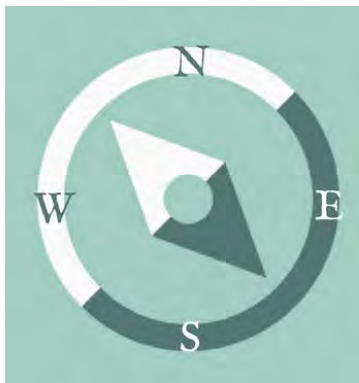
The public sector has by far had the largest concentration of union membership: 36.8 percent in 2008, compared to 7.6 percent of membership in unions by private sector workers.

- The largest public sector union membership share was in local government with 42.2 percent.
- Protective service agencies, such as fire and police departments, are highly unionized and often within local government.
- Educators in local school districts are also local government.

Within the private sector:

- About 25 percent of *Utilities* workers belonged to a union.
- *Transportation and warehousing* and *Telecommunications* accounted for around 20 percent of workers being union members.
- *Construction* has a high likelihood of workers being unionized, with 15.6 percent.
  - The concentration of male workers, for example, in Construction can be considered a contributing factor to the higher share of male workers in construction unions.
- *Educational services* have a high likelihood of workers being unionized, with 13.8 percent.

For verification, please see the Bureau of Labor Statistics chart *Table 3* on pages 17, 18 and 19.



## OCCUPATIONS IN NEW HAMPSHIRE COVERED BY UNIONS

It was not possible to find reliable data that showed the union activity **in all of New Hampshire's job occupation categories.**

- The goal is to present only data that is accepted as valid and reliable.
- Therefore, we have elected to present for inclusion the following *TABLE 3 UNION AFFILIATION OR EMPLOYED WAGE AND SALARY WORKERS BY OCCUPATION AND INDUSTRY, 2015 and 2016* on the following pages 17, 18 and 19.

The data have been gathered and produced by the Bureau of Labor Statistics in conjunction with the Census Bureau's *Community Population Survey* (CPS) discussed elsewhere.

Table 3. Union affiliation of employed wage and salary workers by occupation and industry

Table 3. Union affiliation of employed wage and salary workers by occupation and industry, 2015-2016 annual averages

[Numbers in thousands]

Occupation and industry	2015					2016				
	Total employed	Members of unions <sup>(1)</sup>		Represented by unions <sup>(2)</sup>		Total employed	Members of unions <sup>(1)</sup>		Represented by unions <sup>(2)</sup>	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
OCCUPATION										
Management, professional, and related occupations	50,939	6,132	12.0	6,983	13.7	52,108	6,064	11.6	6,916	13.3
Management, business, and financial operations occupations	19,636	871	4.4	1,057	5.4	20,289	927	4.6	1,129	5.6
Management occupations	13,213	581	4.4	701	5.3	13,563	605	4.5	736	5.4
Business and financial operations occupations	6,423	290	4.5	356	5.5	6,726	322	4.8	393	5.8
Professional and related occupations	31,302	5,261	16.8	5,926	18.9	31,818	5,138	16.1	5,787	18.2
Computer and mathematical occupations	4,195	162	3.9	221	5.3	4,301	166	3.9	222	5.2
Architecture and engineering occupations	2,777	190	6.8	219	7.9	2,941	187	6.4	219	7.4
Life, physical, and social science occupations	1,309	109	8.3	139	10.6	1,276	112	8.8	138	10.8
Community and social service occupations	2,517	386	15.3	412	16.4	2,506	372	14.8	408	16.3
Legal occupations	1,475	83	5.6	100	6.8	1,412	79	5.6	95	6.8
Education, training, and library occupations	8,766	3,112	35.5	3,466	39.5	8,765	3,031	34.6	3,344	38.2
Arts, design, entertainment, sports, and media occupations	2,120	161	7.6	187	8.8	2,158	141	6.5	162	7.5
Healthcare practitioner and technical occupations	8,142	1,059	13.0	1,183	14.5	8,459	1,051	12.4	1,199	14.2
Service occupations	23,503	2,492	10.6	2,759	11.7	24,271	2,337	9.6	2,596	10.7
Healthcare support occupations	3,305	279	8.4	314	9.5	3,373	233	6.9	275	8.1
Protective service occupations	3,092	1,123	36.3	1,189	38.5	3,093	1,069	34.5	1,133	36.6
Food preparation and serving related occupations	8,016	329	4.1	381	4.8	8,466	333	3.9	394	4.6

**Footnotes**

(1) Data refer to members of a labor union or an employee association similar to a union.

(2) Data refer to both union members and workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

(3) Includes other industries, not shown separately.

NOTE: Data refer to the sole or principal job of full- and part-time wage and salary workers. All self-employed workers are excluded, both those with incorporated businesses as well as those with unincorporated businesses. Updated population controls are introduced annually with the release of January data.

<https://www.bls.gov/news.release/union2.t03.htm>

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Source: U.S. Department of Labor, Bureau of Labor Statistics, Division of Labor Force Statistics, <https://www.bls.gov/news.release/union2.t03.htm>



Table 3. Union affiliation of employed wage and salary workers by occupation and industry

Occupation and industry	2015					2016				
	Total employed	Members of unions(1)		Represented by unions(2)		Total employed	Members of unions(1)		Represented by unions(2)	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
Building and grounds cleaning and maintenance occupations	4,868	473	9.7	537	11.0	4,897	430	8.8	491	10.0
Personal care and service occupations	4,222	288	6.8	338	8.0	4,441	272	6.1	304	6.8
Sales and office occupations	30,931	2,055	6.6	2,311	7.5	31,051	2,051	6.6	2,314	7.5
Sales and related occupations	13,574	441	3.3	505	3.7	13,671	421	3.1	483	3.5
Office and administrative support occupations	17,357	1,614	9.3	1,806	10.4	17,380	1,631	9.4	1,831	10.5
Natural resources, construction, and maintenance occupations	11,694	1,751	15.0	1,868	16.0	11,812	1,768	15.1	1,920	16.3
Farming, fishing, and forestry occupations	971	18	1.9	25	2.5	988	22	2.2	31	3.2
Construction and extraction occupations	6,193	1,067	17.2	1,133	18.3	6,387	1,177	18.4	1,240	19.4
Installation, maintenance, and repair occupations	4,530	666	14.7	710	15.7	4,438	589	13.3	649	14.6
Production, transportation, and material moving occupations	16,676	2,365	14.2	2,521	15.1	16,859	2,315	13.7	2,524	15.0
Production occupations	8,180	1,031	12.6	1,098	13.4	8,150	959	11.8	1,049	12.9
Transportation and material moving occupations	8,496	1,334	15.7	1,422	16.7	8,708	1,355	15.6	1,475	16.9
<b>INDUSTRY</b>										
Private sector	113,152	7,554	6.7	8,411	7.4	115,417	7,435	6.4	8,437	7.3
Agriculture and related industries	1,269	15	1.2	22	1.7	1,315	17	1.3	28	2.1
Nonagricultural industries	111,882	7,539	6.7	8,389	7.5	114,102	7,419	6.5	8,409	7.4
Mining, quarrying, and oil and gas extraction	866	47	5.4	57	6.5	765	43	5.6	48	6.3
Construction	7,109	940	13.2	992	14.0	7,488	1,039	13.9	1,095	14.6
Manufacturing	14,547	1,369	9.4	1,462	10.0	14,783	1,295	8.8	1,422	9.6
Durable goods	9,288	874	9.4	933	10.0	9,247	827	8.9	906	9.8
Nondurable goods	5,258	494	9.4	529	10.1	5,536	468	8.4	515	9.3
Wholesale and retail trade	18,798	871	4.6	962	5.1	18,515	780	4.2	887	4.8
Wholesale trade	3,346	126	3.8	139	4.2	3,288	120	3.7	137	4.2
Retail trade	15,452	745	4.8	823	5.3	15,227	660	4.3	750	4.9
Transportation and utilities	5,722	1,106	19.3	1,159	20.3	6,048	1,145	18.9	1,239	20.5
Transportation and warehousing	4,765	901	18.9	946	19.8	5,073	935	18.4	1,014	20.0
Utilities	957	205	21.4	213	22.3	975	210	21.5	225	23.0
Information(3)	2,525	217	8.6	249	9.9	2,473	222	9.0	250	10.1
Publishing, except Internet	495	19	3.9	22	4.4	455	22	4.9	24	5.2
Motion pictures and sound recording industries	314	37	11.7	40	12.8	349	38	11.0	43	12.3
Radio and television broadcasting and cable subscription programming	561	37	6.7	48	8.5	534	32	5.9	43	8.0
Telecommunications	883	118	13.3	131	14.8	821	119	14.6	129	15.8
Financial activities	8,781	208	2.4	242	2.8	8,963	205	2.3	274	3.1
Finance and insurance	6,550	103	1.6	129	2.0	6,616	91	1.4	138	2.1

**Footnotes**

(1) Data refer to members of a labor union or an employee association similar to a union.

(2) Data refer to both union members and workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

(3) Includes other industries, not shown separately.

NOTE: Data refer to the sole or principal job of full- and part-time wage and salary workers. All self-employed workers are excluded, both those with incorporated businesses as well as those with unincorporated businesses. Updated population controls are introduced annually with the release of January data.

12/27/2017

Table 3. Union affiliation of employed wage and salary workers by occupation and industry

Occupation and industry	2015					2016				
	Total employed	Members of unions <sup>(1)</sup>		Represented by unions <sup>(2)</sup>		Total employed	Members of unions <sup>(1)</sup>		Represented by unions <sup>(2)</sup>	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
Finance	4,126	53	1.3	70	1.7	4,142	49	1.2	81	2.0
Insurance	2,424	51	2.1	59	2.4	2,473	42	1.7	57	2.3
Real estate and rental and leasing	2,231	105	4.7	113	5.1	2,347	114	4.9	136	5.8
Professional and business services	13,738	348	2.5	458	3.3	14,257	346	2.4	464	3.3
Professional and technical services	8,327	142	1.7	218	2.6	8,728	141	1.6	211	2.4
Management, administrative, and waste services	5,411	206	3.8	240	4.4	5,529	205	3.7	253	4.6
Education and health services	21,572	1,867	8.7	2,132	9.9	22,152	1,808	8.2	2,107	9.5
Educational services	4,551	625	13.7	720	15.8	4,557	561	12.3	652	14.3
Health care and social assistance	17,021	1,242	7.3	1,412	8.3	17,595	1,247	7.1	1,454	8.3
Leisure and hospitality	12,357	389	3.1	449	3.6	12,687	381	3.0	438	3.5
Arts, entertainment, and recreation	2,250	144	6.4	158	7.0	2,329	126	5.4	139	6.0
Accommodation and food services	10,107	245	2.4	291	2.9	10,358	255	2.5	299	2.9
Accommodation	1,575	116	7.4	127	8.0	1,506	114	7.6	123	8.2
Food services and drinking places	8,532	129	1.5	165	1.9	8,852	141	1.6	176	2.0
Other services <sup>(3)</sup>	5,867	177	3.0	227	3.9	5,973	155	2.6	186	3.1
Other services, except private households	5,055	166	3.3	205	4.1	5,258	152	2.9	179	3.4
Public sector	20,591	7,241	35.2	8,031	39.0	20,684	7,120	34.4	7,834	37.9
Federal government	3,591	979	27.3	1,160	32.3	3,674	1,006	27.4	1,144	31.1
State government	6,875	2,079	30.2	2,312	33.6	6,965	2,064	29.6	2,282	32.8
Local government	10,126	4,183	41.3	4,559	45.0	10,045	4,050	40.3	4,409	43.9
<b>Footnotes</b>										
<sup>(1)</sup> Data refer to members of a labor union or an employee association similar to a union.										
<sup>(2)</sup> Data refer to both union members and workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.										
<sup>(3)</sup> Includes other industries, not shown separately.										
NOTE: Data refer to the sole or principal job of full- and part-time wage and salary workers. All self-employed workers are excluded, both those with incorporated businesses as well as those with unincorporated businesses. Updated population controls are introduced annually with the release of January data.										

<https://www.bls.gov/news.release/union2.t03.htm>

3/3

Source: U.S. Department of Labor, Bureau of Labor Statistics, Division of Labor Force Statistics,  
<https://www.bls.gov/news.release/union2.t03.htm>

**Some occupational categories' affiliation with unions has been** presented with the preceding Exhibit 12 (on pages 17, 18 and 19).

#### SUMMARY FOR NATIONAL UNION MEMBERSHIP & REPRESENTATION BY OCCUPATION AND INDUSTRY<sup>9</sup>

*The concentration of union affiliation becomes clearer when the data are sorted by occupation.*



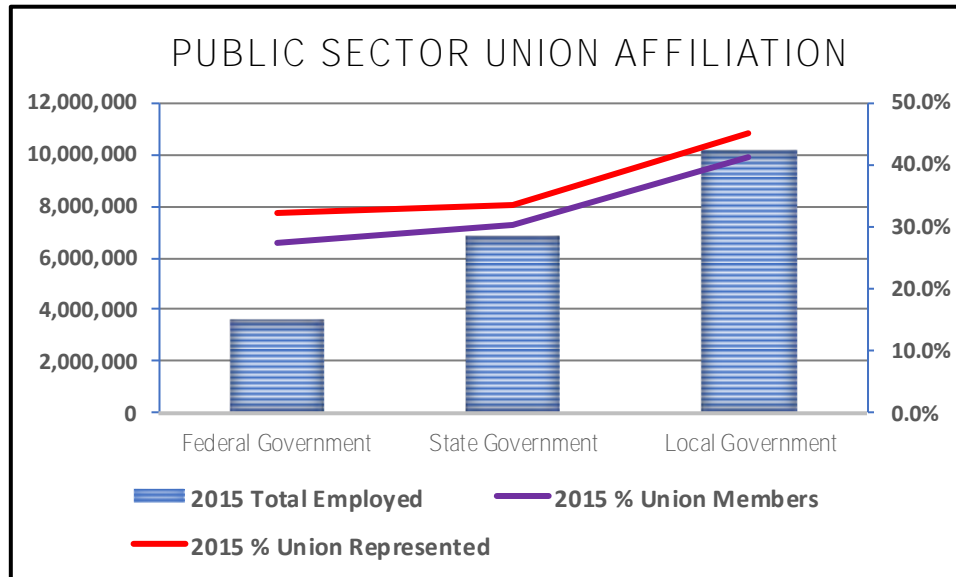
- *Education, training and library* workers in 2015 showed a 35.5% membership in and 39.5% representation by unions; the percentages were just slightly lower in 2016.  
  
*Workers in the Education, Training and Libraries are typically employed by a local school district or municipality, contributing to local government's high share of union membership.*
  - *Protective service* occupations in 2015 showed a 36.3 % membership and 38.5% representation by unions. Again, slightly lower percentages **were recorded for 2016's membership and representation.**
  - More than one of every three workers in *Protective Service occupations* was a union member in 2008.
    - Many of these workers are employed by their communities as firefighters, police officers, sheriffs, and correctional officers, to name a few.
  - Other occupations with a high occurrence of union affiliation include *Construction and extraction workers* (17.2% and 18.3% in 2015 with a slight increase in 2016).
  - *Transportation and utilities* (**19.3% and 20.3% in 2015 with 2016's numbers holding steady**).
- Production, transportation and material moving* occupations clocked in for 2015 around 15.7% and 16.7% with similar numbers in 2016.
- These occupations are held by a higher share of men and may give further explanation to why men have a higher likelihood of being union members.
- *Motion pictures, sound recording industries, telecommunications* measure in with union membership at more than 13% of those employed while representation rises a point more to 14+ percent.

<sup>9</sup> Compiled from U.S. Department of Labor, Bureau of Labor Statistics, Division of Labor Force Statistics, "Union Affiliation of Employed Wage and Salary Workers by Occupation and Industry," (Table 3, 2015-2016 annual averages) <https://www.bls.gov/news.release/union2.t03.htm>

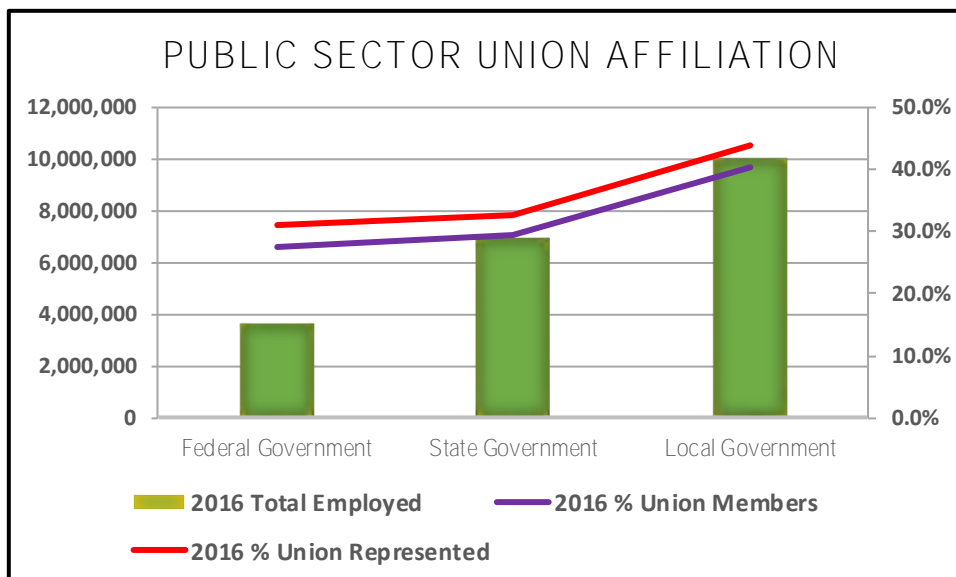


# EXHIBIT 13: Public Sector Affiliations with Unions: Federal, State and Local Governments 2015-2016

2015	Total Employed	% Union Members	% Union Represented
Federal Government	3,591,000	27.3%	32.3%
State Government	6,875,000	30.2%	33.6%
Local Government	10,126,000	41.3%	45.0%



2016	Total Employed	% Union Members	% Union Represented
Federal Government	3,674,000	27.4%	31.1%
State Government	6,965,000	29.6%	32.8%
Local Government	10,045,000	40.3%	43.9%

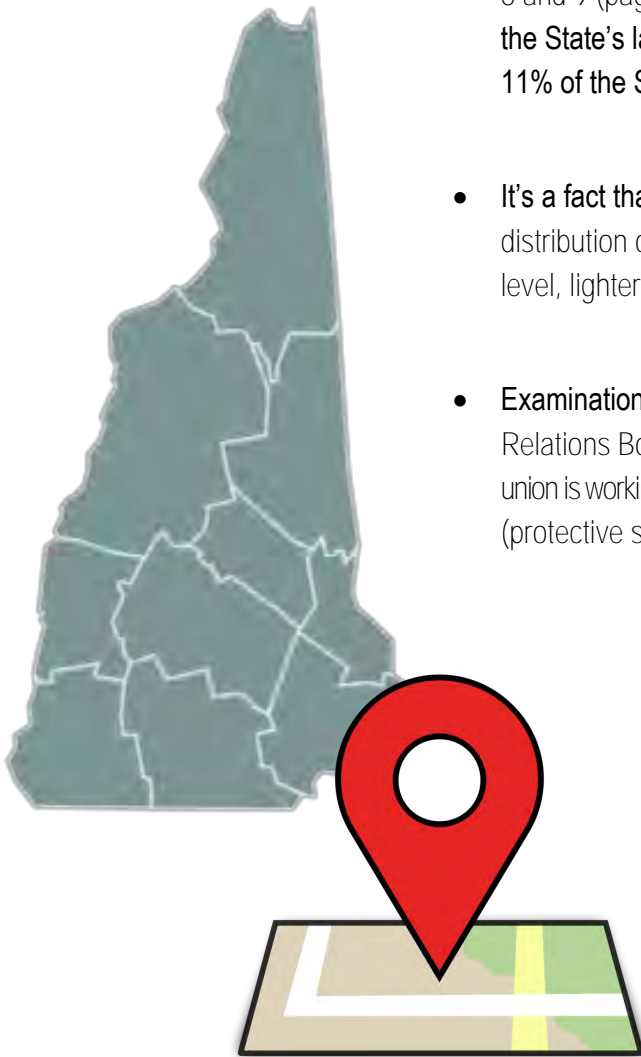


Source: Table and charts compiled from U.S. Department of Labor, Bureau of Labor Statistics, Division of Labor Force Statistics, <https://www.bls.gov/news.release/union2.t03.htm>



## SUMMARY POINTS

- New Hampshire's unions according to the earlier presented Exhibits 7, 8 and 9 (pages 11, 12, 13 & 14), had as members just under 10% of the State's labor force in 2015 and 2016. Further, they *represented* 11% of the State's labor force.
- It's a fact that unions in New Hampshire follow the national trends in distribution of membership and representation: heaviest at the local level, lighter at the state level.
- Examination of NHPERB's (New Hampshire Public Employee Labor Relations Board) website will provide factual information about which union is working in which state, county, city and town for which group (protective services, education, library workers, etc.).



# SKILLS NEEDED IN NEW HAMPSHIRE'S WORKFORCE

## What's going on in New Hampshire with skills development?

- Are the skills being learned by young people the ones needed by employers?
- Are the skills students are acquiring in post secondary education, including four year college, providing the students the skills they need to be hired by employers?



If the answer was a simple “yes” or “no,” the discussion could be a lot shorter and more definite. *But there are clear trends developing and they warrant study.*

Studies are now being done by various reputable, worldwide organizations given that it is now a global economy (New Hampshire products are exported across the world), discovering facts the new generations of workers who do not always possess the skills needed and training required by employers.

***Let's have a look at the skills gap data.*** “Employers from across the country have struggled to find workers with the right skills to fill open positions.” A problem made increasingly worse by how younger adults are being trained. “The millennial generation is in a unique position in its economic history.” These workers started entering the workforce while the country was struggling to recover from a severe economic downturn. They were also raised in a period which highly encouraged four-year liberal arts degrees over other types of education and training.”<sup>10</sup>

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<sup>10</sup> “The Needed Skills Millennials Are Skipping,” *Inside Source*, Connor D. Wolf, 9/21/2017  
<http://www.insidesources.com/needed-skills-millennial-skipping/>





A 4-year degree  
can still be very  
beneficial but that the  
education preparation  
avenue must be  
augmented by  
skills training that  
is specialized for a  
particular demand

**Georgetown University’s researcher Andrew Hanson** has been quoted as saying, “The economy, as a result, now has a younger workforce that is unable to fill many good and well-paying jobs. Employers are in increasing need of technical skills like science, technology, engineering, and math (STEM). They also need workers with bachelor and post-secondary degrees in business and healthcare. For example, all those fields with narrow specializations like healthcare and business. And there has not been enough talent that we’ve developed in order to keep up with that.”

The conclusion at this fluid stage in the national discussion is that a four year degree can still be very beneficial but that the education preparation avenue must be augmented by skills training that is specialized for a particular demand. Preparation for today’s world of work must match the young person’s interest with the skills actually required by a wide variety of employers. It is not the black or white or the yes/no decision-making of a generation ago.<sup>14</sup>

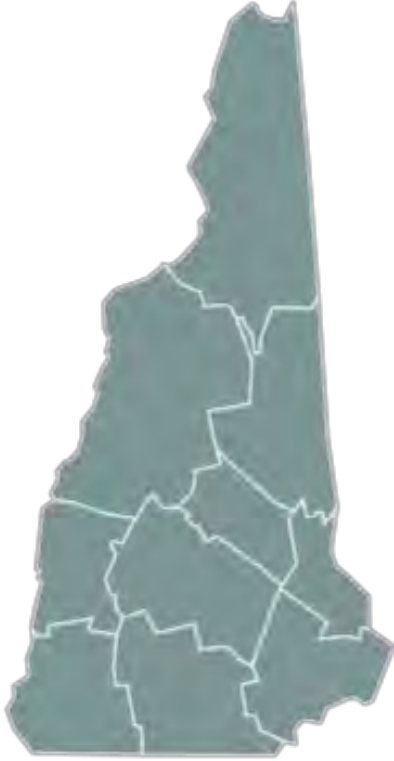
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<sup>14</sup> “The Needed Skills Millennials Are Skipping,” Inside Source, Connor D. Wolf, 9/21/2017  
<http://www.insidesources.com/needed-skills-millennial-skipping/>



## SO HOW IS NEW HAMPSHIRE RESPONDING?

In recognition that those who do not plan ahead will fall behind and that those who rest on their laurels based on the factual improvement **of the labor market since the end of the “Great Recession” in 2009** will also fall behind, the State peeked around the corner and has seen what is developing.

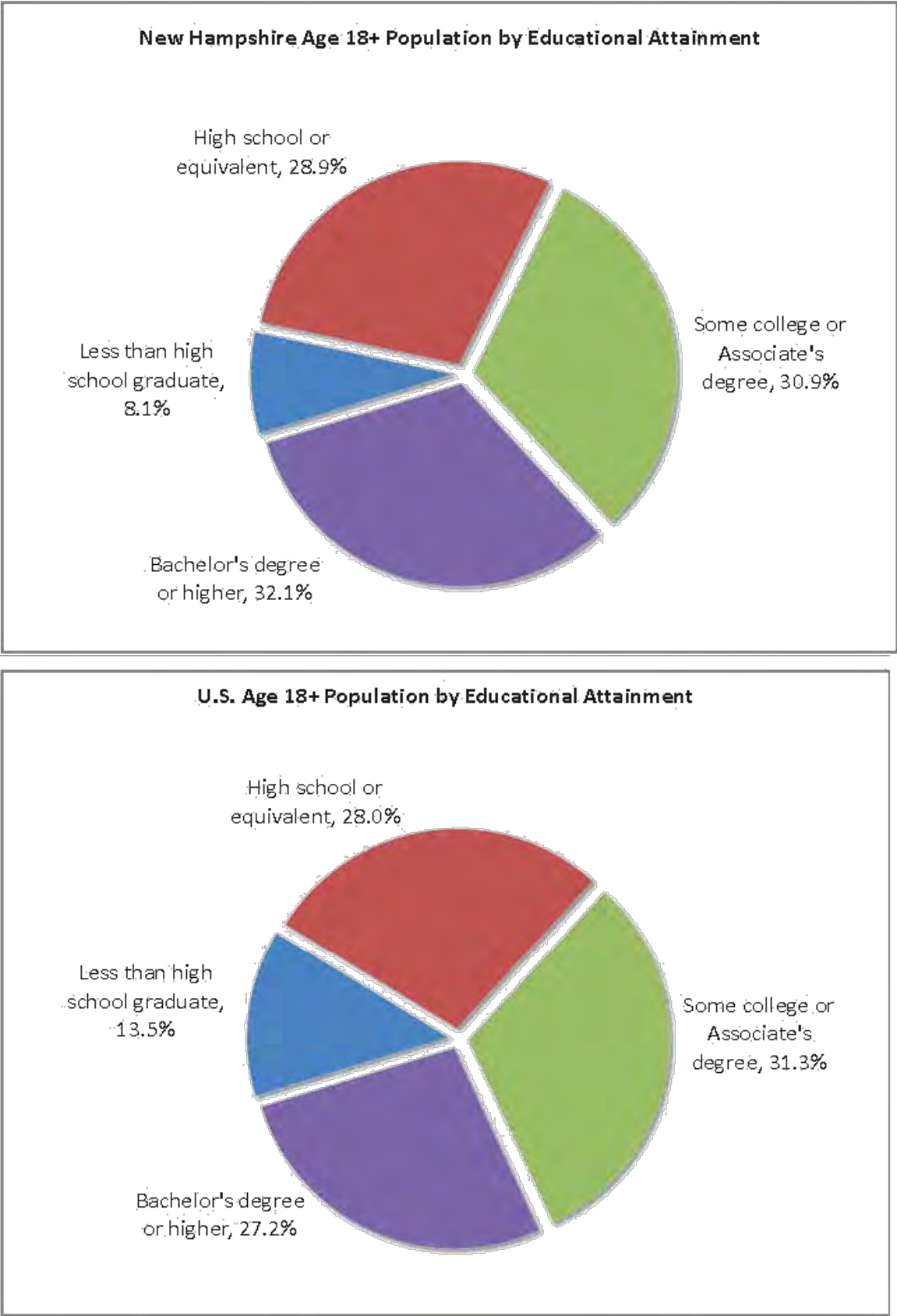


- Even as New Hampshire jobs in non-farm employment have reached **record highs in 2016 and the state’s unemployment rate is among the lowest in the country**, state planners understand that the task is no longer to hire the unemployed but to focus on workforce training and education to build the skills needed by employers.
- We need to learn new terminology, for example, “Middle Education” occupations? What are they? “These are jobs in the middle of the labor market, those that usually require more than a high school diploma but less than a four year degree for entry-level employment. **Middle education occupations are sometimes called “middle skill” occupations**; however, the actual skills needed for each occupation are not easily analyzed, whereas typical entry-level education and training for each occupation is readily available.”<sup>15</sup>
- The labor economists in New Hampshire Employment Security’s Economic + Labor Market Information Bureau further state in the “Introduction” that “Jobs in middle education occupations are significant to New Hampshire’s economy and its workforce. The following analyses provide a variety of perspectives on the jobs and workers in middle education occupations, and their impact on the **New Hampshire workforce.**”

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<sup>15</sup> “Introduction,” [Perspectives on Middle Education Occupations in New Hampshire](#): New Hampshire Employment Security, Economic + Labor Market Information Bureau, (NHES/E+LMIB) August 2017, page 1.

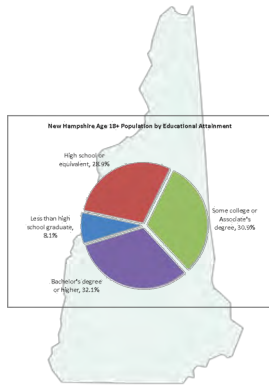
EXHIBIT 14: Educational Attainment in New Hampshire Age 18+ compared to U.S.



Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates, Table S1501

Economic and Labor Market Information Bureau, New Hampshire Employment Security

## EXHIBIT 14 SUMMARY



New Hampshire's three levels of educational attainment do not differ greatly in the percentages of people who occupy each of the levels:

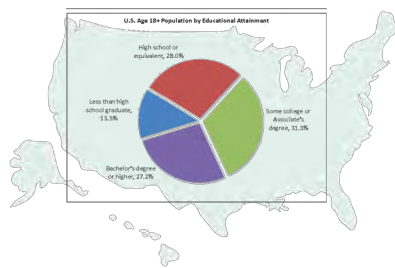
High School Diploma or Equivalent 28.9%

Some College or an Associate's Degree 30.9%

Bachelor's or Higher Degree 32.1%

Comparison to the U.S. reveals that New Hampshire has:

- a smaller number of residents with less than a high school education
- a larger share when compared to the US as a whole of residents who have a Bachelor's degree or higher



We have discussed elsewhere in this report that New Hampshire's rate of growth for those under age 18 is among the lowest in the Nation, accounting for the lower figure in the youngest group when comparing to the country.

## Middle Occupations, Qualifications, What Are They?

The NH ES' publication referenced above notes on page 4 that "The U.S. Bureau of Labor Statistics, Employment Protections Program, establishes the typical education, related work experience, and on-the-job training needed for entry-level employment in each occupation." Appendix A of the referenced state report contains a complete description of entry-level education, related work experience, and typical on-the-job training required to attain competency.<sup>16</sup>

**Further extractions from the report include "For purposes of this analysis, middle education occupations have been defined as occupations with typical entry-level education, experience, and training requirements of:**

- A high school diploma or equivalent plus related work experience or at least one year of on-the-job training (long term OJT), including apprenticeship;
- Up to two years of postsecondary education, resulting in a non-degree certificate;
- Some college-level education, without completion of a degree;
- or An Associate degree."

Page 4 further explains the analysis that the Bureau of Labor Statistics' Employment Protections Program has done on the New Hampshire situation regarding middle education occupations. Its Appendix B presents a full list of such occupations.

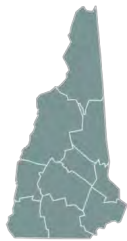
<sup>16</sup> "Middle Education Occupations Defined," *Perspectives on Middle Education Occupations in New Hampshire: NHES/ELMIB*, August 2017, page 4.

## How Many Middle Education Occupations Are There?

**“There were 180 occupations meeting the criteria. All occupational groups with the exception of Community and social service occupations were represented. Among these middle education occupations, 44 are related to science and engineering, apprenticeship is a training option for 112, and 30 occupations require a New Hampshire license to practice.”<sup>17</sup>**

## What Does the Future Look Like for Middle Education Occupations?

7%



estimated rate of job growth forecasted for New Hampshire between 2014 and 2024

- We know that New Hampshire’s job growth is forecasted to grow between 2014 and 2024 at a rate estimated at 7% or 47,000 jobs.
- We also know from data that not all job categories will experience growth.
- Planners have figured out that each year the average number of job openings number 21,370. Their data indicate that 75% of these job openings represent replacements for workers retiring out of the occupation.<sup>18</sup>
- Planners using the Bureau of Labor Statistics Employment Protections Program definitions understand now that in 2014 twenty-five percent (25%) of estimated employment in New Hampshire met the middle education entry-level requirements. *No change is anticipated in the next decade.*

Despite popular thinking that occupational job growth is concentrated **in the highest and lowest skill requirement categories, “demand for workers in middle education jobs, however, is not disappearing.”<sup>19</sup>**

<sup>17</sup> “Middle Education Occupations Defined” Perspectives on Middle Education Occupations in New Hampshire: NHES/ELMIB, August 2017, page 4

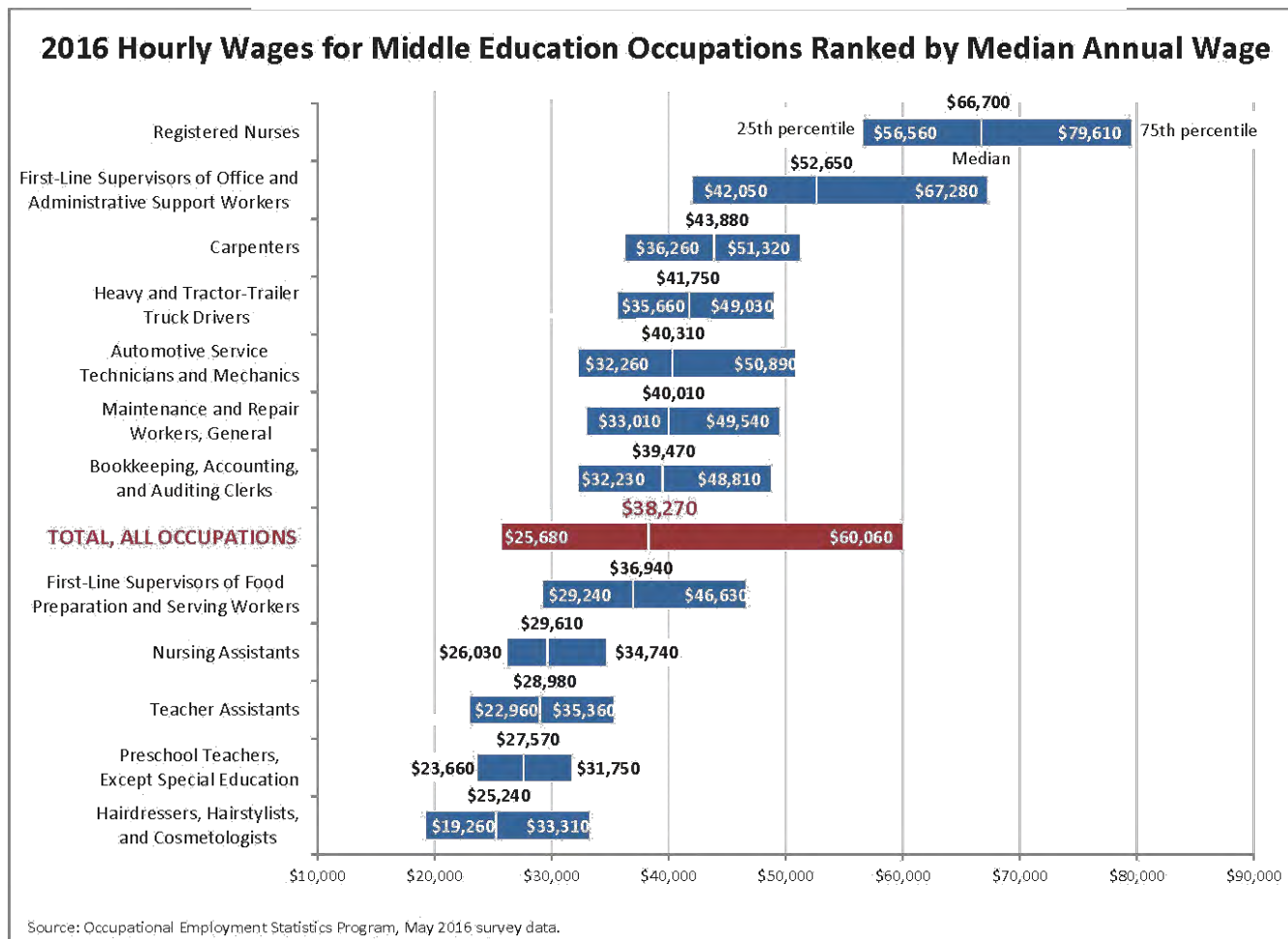
<sup>18 & 19</sup> “Future Outlook for Middle Education Occupations” Perspectives on Middle Education Occupations in New Hampshire: NHES/ELMIB, August 2017, page 5



## What Are the Wages for Middle Education Occupations?

The following exhibit gives us a picture of wages in twelve (12) occupations determined by the planners in the NH ES' Economic and Labor Market Information Bureau as having the largest number of estimated workers in 2014.

### EXHIBIT 15:



### EXHIBIT 15 SUMMARY

- Of the 12 middle education occupations with the highest estimated employment in 2014, seven had median annual wages above \$38,270 median wage for all occupations in New Hampshire.
- At the 25th percentile, nine of the 12 largest occupations had annual wages above the total for all occupations.
- Fewer of these 12 occupations bested the \$60,000 annual wage for all occupations at the 75th percentile, with just two of the largest occupations having higher wages at the 75th percentile.<sup>20</sup>

<sup>20</sup> "Middle Education Wage Ranges" Perspectives on Middle Education Occupations in New Hampshire: NHES/ELMIB, August 2017, page 6 & 7

## SUMMARY POINTS

1. **New Hampshire's adult population age 18 and over, is well educated** with 63 percent of its citizens having completed some postsecondary education, ranking our state at number 11 compared to the other 49 states and the District of Columbia.
2. Reliable statistical models within current research demonstrates that there is substantial economic growth potential present in New Hampshire. **It is critical to understand the employers' demand for skills and how that demand matches the currently defined job occupations and the required preparation needed to perform the skills within the occupations.**



3. Who will establish the training standards for middle education skill preparation? Who will be responsible for the training to new standards: employers, public education, unions, for-profit education?
4. The New Hampshire Coalition for Business and Education (a group of educators, business, and government leaders) endorsed a statewide **workforce goal called "65 by 25."**

**Based on New Hampshire's future workforce needs, this initiative's goal is to have 65 percent of the state's working age adults hold a postsecondary degree or a high-value credential by 2025. Thus, "65 by 25" is its short-hand name. The workgroup took its action on May 8, 2017.<sup>21</sup>**

5. Middle Education Occupation Categories must be further investigated with the goal of further matching the worker education to concrete job expectations.
6. Follow up work is underway. The complete citation of this report drawn upon here is: Perspectives on Middle Education Occupations in New Hampshire, New Hampshire Employment Security, The Economic + Labor Market Information Bureau, Concord: August 2017, 83 pages.

Address: Economic and Labor Market Information Bureau,  
N.H. Employment Security, 45 South Fruit Street, Concord, NH 03301  
(603) 228-4124 [elmi@nhes.nh.gov](mailto:elmi@nhes.nh.gov); [www.nhes.nh.gov/elmi](http://www.nhes.nh.gov/elmi)

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<sup>21</sup> <http://www.nhcbe.org/actions/>

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[deed.en](https://creativecommons.org/licenses/by-sa/3.0/deed.en)

**APPENDIX: Collective Bargaining Agreements (indexed by employer)**

<b>City/Town/County/School District/University</b>	<b>Date</b>
Allenstown Paraprofessional Association, NEA-NH	04/08/96
Allenstown Teachers Association, Affiliated with NHEA/NEA	11/06/13
Alton Teachers' Association/NEA-NH	05/07/12
Amherst Education Association/NEA-NH	08/27/14
Amherst Police, AFSCME, Council 93, AFL-CIO	11/05/86
Amherst Support Staff Association, NEA-NH	06/09/03
Andover Education Association, NEA-NH	07/23/12
Andover Education Support Staff, NEA-NH/NEA	06/15/16
Ashland Teachers' Association, NEA-NH	09/04/15
Ashland Town Employees, SEA, Local 1984	02/17/15
Atkinson Police Department, Teamsters Local 633 of NH	06/25/12
Auburn Education Association/NEA-NH	11/03/16
Auburn Police Union, NEPBA	07/23/12
Barnstead Education Association/NEA-NH	05/05/10
Barnstead Educational Support Team, AFT-NH, Local #6332, AFL-CIO	05/02/06
Barrington Education Association, NEA-NH	04/23/96
Barrington Paraprofessional Association/NEA-NH	09/14/07
Barrington Police, NEPBA	03/05/14
Bartlett Education Association, Affiliated with NHEA/NEA	04/15/77
Bath Education Association, NEA-NH	10/16/91
Bedford (Depts. of Public Works, Sewer and Sanitation), AFSCME, Council 93, AFL-CIO	08/14/86
Bedford Education Support Staff, NEA-NH	01/27/93
Bedford Educational Personnel Association/NEA-NH	09/24/02
Bedford Highway Department, Teamsters Local 633 of NH	08/24/99
Bedford Police Association	12/02/76
Bedford Professional Firefighters Association, Local 3639, IAFF	03/05/07
Bedford Teachers Association, Affiliated with NHEA/NEA	12/07/76
Belknap County Jail & House of Corrections, SEA/SEIU Local 1984	10/06/03
Belknap County Nursing Home, SEA/SEIU Local 1984	10/06/03
Belknap County Sheriff Department, Teamsters Local 633 of New Hampshire	03/22/16
Belknap County (Support Staff), Teamsters Local Union 633	09/17/15
Belmont Town Employees, AFSCME, Council 93, Local 534	09/18/09
Belmont Town Employees, AFSCME, Council 93, Local 3657	05/03/11
Berlin City Employees (Managerial), Teamsters Local 633 of New Hampshire	04/04/94
Berlin City Employees (Public Works Dept., Parks & Recreation Dept., Water Dept., Pollution Control Dept., and Court House) AFSCME Council 93/Local 1444	01/10/97
Berlin City Hall Employees Assn, Office & Professional Employees Int'l Union	02/19/09
Berlin Education Association, NEA-NH	7/10/89



## APPENDIX: Collective Bargaining Agreements (indexed by employer)

City/Town/County/School District/University	Date
Berlin Educational Support Staff, NEA-NH	06/30/03
Berlin Fire Fighters, Local 1088, IAFF, AFL-CIO - CLC	02/12/76
Berlin Police Employees, AFSCME, Local 1444, AFL-CIO	08/12/98
Berlin School (Custodians & Bus Drivers), AFSCME, Local 1444	02/27/06
Bethlehem Educational Association, NHEA/NEA	05/08/78
Bow Education Association, NEA-NH	06/09/03
Bow Educational Support Staff/NEA-NH	03/12/02
Brentwood Teachers Association, NEA-NH	10/24/90
Brookline Educational Support Staff Association, NEA-NH	02/25/02
Brookline Police Officers Association, AFSCME, Council 93, Local 3657	04/22/05
Brookline Teachers Association, NEA-NH	11/01/12
Campton Educational Support Personnel, NNEC-AFT, AFL-CIO	09/11/96
Campton Educators, NEA-NH	03/14/86
Canaan Police Employees, AFSCME Local 3657	02/15/05
Candia Education Association/NEA-NH, NEA	04/23/14
Candia Education Support Professionals Association, NEA-NH	09/29/16
Carroll County Department of Corrections, National Correctional Employees Union	11/18/14
Carroll County Nursing Home, AFSCME Council 93	05/31/90
Carroll County Sheriff Department, Teamsters Local 633	07/12/91
Cheshire County Department of Corrections, Teamsters	06/29/16
Cheshire County/Maplewood Nursing Home Service Employees, AFSCME Council 93	08/16/17
Cheshire County Sheriff's Office, Teamsters Local 633	09/23/15
Chester Education Association/NEA-NH	05/06/04
Chester Educational Support Personnel Association, NEA-NH	06/11/01
Chesterfield Education Association, NEA-NH	06/17/15
Chesterfield Support Staff Association/NEA-NH	10/17/16
Chichester Teachers Association, NEA-NH	08/29/02
Claremont Administrators' Association	12/22/14
Claremont Association Maintenance & Transportation Employees, NEA-NH	07/28/88
Claremont Association of Paraprofessionals	11/27/95
Claremont Association of Professional & Management Employees	12/02/81
Claremont Association of Secretaries	08/30/95
Claremont, City, AFSCME Council 93, Local 1438	05/26/09
Claremont, Depts. Highway, Water, Sewer, Parks & Cemetery, AFSCME Local 1348	07/11/06
Claremont Firefighters, Local 1571, IAFF, AFL-CIO - CLC	02/12/76
Claremont Police, NEPBA	03/15/17
Claremont Teachers Council of the Sugar River Education Association, Affiliated with NHEA/NEA	12/07/76
Colebrook Education Association, Affiliated with NHEA/NEA	10/29/76

## APPENDIX: Collective Bargaining Agreements (indexed by employer)

City/Town/County/School District/University	Date
Community College System of New Hampshire (Adjunct Faculty), SEA, SEIU Local 1984	03/14/11
Concord Administrators' Association	06/16/76
Concord City Clerical & Technical Employees, United Auto Workers Union, Local 2322	07/11/17
Concord City Employees, AFSCME Local 1580	08/23/16
Concord Education Association, Affiliated with NEA-NH	12/12/95
Concord Educational Assistants Association	11/15/96
Concord Educational Office Personnel, Affiliated with NHEA/NEA	11/01/77
Concord Fire Officers Association	11/17/16
Concord Firefighters Unit A, Local #1045, IAFF	06/24/77
Concord Food Service Employees, UAW Local 2322	05/04/15
Concord Instructional Tutors/NEA-NH	06/22/15
Concord Police Patrolmen's Association	11/13/09
Concord Police Supervisors Association	12/23/13
Concord Public Works Dept & the Recreation and Parks Dept., AFSCME Local 1580	01/07/76
Concord School Administrative Union #8, Maintenance & Transportation Association	05/17/88
Concord School Custodians, UAW Local 2322	05/04/15
Concord United Professional Bus Drivers, UAW Local 2322	05/04/15
Contoocook Valley Education Association/NEA-NH	07/27/15
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Conway Educational Support Personnel Association, NEA-NH	10/15/82
Conway Police Department, AFSCME Local 859	08/22/17
Conway Public Works & Incinerator Depts., AFSCME	03/17/78
Conway School District, AFSCME Affiliated with AFL-CIO	11/14/80
Coos County Department of Corrections, SEA, Local 1984	03/16/00
Coos County Nursing Home Berlin Facility, AFSCME Council 93	4/23/98
Cornish Education Association, Affiliated with NHEA/NEA	03/14/78
Deerfield Education Association, Affiliated with NHEA/NEA	10/28/77
Deerfield Paraeducators Association, NEA-NH	06/19/03
Derry Administrative Support Staff, AFSCME Council 93, Local 1801	11/23/10
Derry Education Association/NEA-NH	04/27/16
Derry Educational Assistants, AFSCME Council 93, Local 1801	07/06/11
Derry Fire Officers, IAFF Local 4392, Unit B	06/01/98
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Derry Police Patrolman's Association, NEBPA Local 38, AFL-CIO	06/09/10
Derry Police Department Supervisors, SEA, Local 1984, SEIU	05/21/87
Derry Professional, Administrative and Technical Employees, SEIU, Local 1984	04/12/17
Derry (New Derry) Public Works Assoc., Inc., Affiliated with Teamsters Local 633	09/19/13
Dover Dept. of Highways & Bridges, Sewage & Sewage Treatment, Water, Refuse Collection, Park & Recreation and Disposal and Central Garage Divisions, AFSCME, AFL-CIO, Local 572	12/07/76

**APPENDIX: Collective Bargaining Agreements (indexed by employer)**

<b>City/Town/County/School District/University</b>	<b>Date</b>
Dover Educational Office Personnel, NEA-NH	09/23/94
Dover Firefighters, Local 1312, IAFF, AFL-CIO, CLC	04/23/80
Dover Municipal Employees Association	07/14/00
Dover Paraprofessionals Association, NEA-NH	06/15/94
Dover Police Administrators Association	03/12/12
Dover Police Association	03/09/04
Dover Professional Employee Association	12/01/16
Dover Professional Fire Officers' Association	04/23/80
Dover Public Administrators Association	10/03/84
Dover Teachers' Union, NEA-NH, NEA	11/21/08
Dresden-Hanover School District Custodial & Support Staff, Affiliated with AFSCME, AFL-CIO	10/25/77
Dunbarton Education Association, NEA-NH	07/13/12
Durham Police Officers' Union, NEPBA Local 21	06/14/06
Durham Professional Firefighters Associated, Local 2253, Affiliated with IAFF/AFL-CIO	07/31/89
Durham Professional Municipal Managers Association	12/11/91
Durham Public Works Department, AFSCME Affiliated with AFL-CIO	04/29/77
Durham, University of New Hampshire Fire Department, Local 2253, IAFF	12/30/88
East Derry Professional Firefighters, Local 4392, IAFF	11/16/04
East Kingston Teachers Association, NEA-NH	09/19/88
Ellis School Support Staff Fremont (NHFT, AFT, AFL-CIO)	03/25/14
Epping Education Association/NEA-NH	12/30/15
Epping Paraprofessional Association/NEA-NH	07/29/08
Epping Police Union, NEPBA Local 28, IUPA, AFL-CIO	04/06/07
Epsom Support Staff Association/NEA-NH	01/02/13
Epsom Teachers Association, NEA-NH	01/26/94
Exeter, Local 1984, SEIU SEA	05/17/01
Exeter Area Administrator's Association	12/26/13
Exeter Cooperative Paraprofessional Association, NEA-NH	06/05/10
Exeter Education Association, NEA-NH	11/23/99
Exeter Paraprofessional Association/NEA-NH	01/19/06
Exeter Permanent Firefighters' Association	09/11/78
Exeter Police Association, NEPBA	02/24/10
Fall Mountain Regional Education Support Personnel Association, NEA-NH	06/20/88
Fall Mountain Teachers Association/NEA-NH	04/14/04
Farmington Department of Public Works/Water & Waster Water Department), Teamsters Local 633	10/08/13
Farmington Education Support Professionals United/NEA-NH	05/24/12

## APPENDIX: Collective Bargaining Agreements (indexed by employer)

City/Town/County/School District/University	Date
Farmington Police Employees, NEPBA	02/18/11
Farmington School Custodians, New Hampshire Federation of Teachers, AFT, AFL-CIO	06/04/02
Farmington Teachers Association, NEA-NH	12/10/89
Fire Mutual & Dispatchers Association	10/07/99
Florence Rideout Education Support Staff Association/NEA-NH	09/07/06
Franklin (City) (Municipal Services Department), SEA, Local 1984, SEIU AFL-CIO	08/20/87
Franklin Education Association, NHEA/NEA	02/12/76
Franklin Police Department, NEPBA	11/27/12
Franklin School District Custodians, AFSCME, AFL-CIO	08/08/80
Franklin School Support Staff Employees, AFSCME/Local 3158	09/28/00
Freedom School Employees' Association/NEA-NH	12/30/09
Fremont Education Association, Affiliated with NHEA/NEA	12/06/13
Fremont - Ellis School Support Staff (NHFT, AFT, AFL-CIO)	03/25/14
Fremont Police Employees, Teamsters Local 633 of New Hampshire	04/17/09
Gilford Education Association/NEA-NH	07/25/17
Gilford Federation of Teachers/NHFT, AFT, AFL-CIO	10/06/03
Gilford Police Association, Teamsters Local 633 of NH	10/05/07
Gilford Public Works Employees, AFSCME Council 93, Local 534	10/01/15
Gilford-Gilmanton Education Association, Affiliated with NHEA/NEA	10/20/76
Gilmanton Education Association, Affiliated with NHEA/NEA	11/28/78
Gilmanton Town Employees Association	10/30/90
Goffstown Educational Association, Affiliated with NHEA/NH	12/07/76
Goffstown Educational Support Staff, NEA-NH	04/24/92
Goffstown Highway Department, Teamsters Local 633 of NH	10/03/89
Goffstown Police Employees, AFSCME Council 93	09/05/17
Goffstown Police Patrolman's Association, NEPBA Local 24	08/11/06
Goffstown Professional Firefighters	06/15/92
Gorham Police Department, AFSCME Council 93	02/22/00
Gorham Public Works Department, AFSCME Council 93	12/17/87
Gorham Randolph Shelburne Cooperative Teachers Association, Affiliated with NHEA/NEA	04/09/15
Gorham School District Support Staff NEA-NH	02/09/88
Goshen Lempster Education Association, NEA-NH	09/16/91
Goshen Lempster Educational Support Personnel/NEA-NH	11/21/08
Governor Wentworth Education Association, NEA-NH	05/24/12



**APPENDIX: Collective Bargaining Agreements (indexed by employer)**

<b>City/Town/County/School District/University</b>	<b>Date</b>
Governor Wentworth Administrative Team	05/24/12
Governor Wentworth Education Association, NEA-NH	05/24/12
Governor Wentworth Support Staff Association/NEA-NH	05/24/12
Grafton County Dept. of Corrections, NCEU	10/18/16
Grafton County Nursing Home, United Electrical, Radio & Machine Workers of America	01/29/01
Grantham Education Association/NEA-NH	06/21/02
Greenland Teachers Association/NHEA-NEA	02/12/76
Groveton Support Staff Association, NEA-NH	10/18/01
Groveton Teachers Association, Affiliated with NHEA/NEA	10/29/76
Hampstead Association of School Staff/NEA-NH	08/17/17
Hampstead Education Association, Affiliated with NHEA/NEA	12/07/76
Hampstead Police Union, NEPBA Local 37	07/16/08
Hampstead Support Personnel Association	08/17/17
Hampton (Seacoast Education Association, NEA-NH)	05/08/12
Hampton (Seacoast Educational Support Personnel Association, NEA-NH)	12/22/11
Hampton Department of Public Works, SEA, Inc., SEIU Local 1984	12/12/95
Hampton Falls (Seacoast Educational Support Personnel Association- SAU 21)	06/22/82
Hampton Fire Department Supervisory Association, Local 3017, IAFF	11/30/02
Hampton Fire Fighters, Local 2664, Affiliated with IAFF/AFL-CIO	01/11/79
Hampton Police Relief Association	12/07/76
Hampton Town Employees, Teamsters Local 633 of NH	11/15/99
Hanover Dresden School Support Staff, NEA-NH	09/30/87
Hanover Education Association, Affiliated with NHEA/NEA	12/07/76
Hanover Police Union, NEPBA Local 27, IUPA, AFL-CIO	01/05/07
Hanover Professional Firefighters, Local 3288, IAFF	02/19/16
Hanover Town Employees Association, AFSCME Local 1348	04/18/07
Harrisville Education Association/NEA-NH	10/19/95
Haverhill Cooperative Education Association, Affiliated with NHEA/NEA	10/15/76
Haverhill Support Staff, NEA-NH	10/05/89
Henniker Community School Support Staff, AFT Local 6314, AFT-NH, AFL-CIO	03/16/17
Henniker Teacher's Association/NEA-NH	02/26/15
Hillsboro-Deering Federation of Teachers, NHFT, AFT, AFL-CIO	09/23/03
Hillsboro-Deering Support Staff, AFT	07/13/12
Hillsborough County Attorney's Office/Teamsters Local 633	06/19/03
Hillsborough County Department of Corrections Employees, AFSCME Local 3657	11/15/04

**APPENDIX: Collective Bargaining Agreements (indexed by employer)**

<b>City/Town/County/School District/University</b>	<b>Date</b>
Hillsborough County Nursing Home, International Chemical Workers Union Council/UFCW	08/29/02
Hillsborough County Sheriff's Office, AFSCME Local 3657	09/20/04
Hillsborough Police, New England Police Benevolent Association, IUPA, AFL-CIO	07/27/10
Hillsborough Town Employees, AFT Local #3912, AFT-NH, AFL-CIO	05/11/17
Hinsdale Federation of Teachers/NEA-NH	10/04/88
Hinsdale Support Staff Association/NEA-NH	10/03/94
Holderness Education Association, NEA, NEA-NH	01/23/02
Holderness Education Support Staff, NEA-NH	06/22/99
Hollis Education Association, Affiliated with NHEA/NEA	10/18/16
Hollis Education Support Staff, NEA-NH	07/01/15
Hollis Police & Fire Employees, AFSCME Local 3657	04/11/06
Hollis Town Employees, AFSCME Council 93	06/16/15
Hooksett Education Association/NEA-NH	11/02/16
Hooksett Education Support Professionals, NEA-NH	04/23/14
Hooksett Permanent Fire Fighters Association, Local 3264, IAFF	06/03/93
Hooksett Police, New England Police Benevolent Association	05/27/11
Hopkinton Education Association, Affiliated with NEA-NH	07/29/13
Hopkinton School Custodians, Teamsters Local 633	04/06/05
Hopkinton School Education Support Staff, NEA-NH	11/27/00
Hudson Administrative & Support Staff (Town), AFSCME Council 93	10/18/88
Hudson Administrative Staff, AFSCME Local 1906, Council 93, AFL-CIO	07/02/14
Hudson Federation of PRSP, AFT #6245, AFT-NH, AFL-CIO	08/19/14
Hudson Federation of Teachers, NHFT, AFT, AFL-CIO	12/03/02
Hudson Highway Department, AFSCME Council 93, AFL-CIO	08/21/86
Hudson Police Employee Association	01/04/11
Hudson Police Fire & Town Supervisors Association (HPFTSA)	04/29/03
Hudson Professional Firefighters, IAFF	10/04/88
Hudson School District Maintenance Employees, Teamsters Local 633	08/31/93
Hudson School Secretaries Association, NHFT, AFT, AFL-CIO	12/08/03
Inter-Lakes Education Association, Affiliated with NHEA/NEA	12/22/76
Inter-Lakes Education Support Personnel/NEA-NH	09/22/97
Jaffrey Department of Public Works, AFSCME Council 93	06/14/88
Jaffrey Police Department Employees, AFSCME Local 3657	10/21/04
Jaffrey Rindge Education Association	06/26/92
Jaffrey Rindge Support Staff Association, NEA-NH	03/17/05

**APPENDIX: Collective Bargaining Agreements (indexed by employer)**

<b>City/Town/County/School District/University</b>	<b>Date</b>
John Stark Support Personnel Association/NEA-NH	08/28/12
John Stark Teachers Association/NEA-NH	10/23/14
Kearsarge Para-Educators (P.E.A.K.)/NEA-NH	10/08/08
Kearsarge Regional Education Association, NEA-NH	07/16/12
Keene Association Principals & Supervisors	07/12/17
Keene City Employees, AFT-NH Local #6288, AFL-CIO	07/06/12
Keene Education Association, NEA-NH	10/02/15
Keene Fire Department Supervisors	03/15/90
Keene Paraprofessionals Association, NEA-NH, NEA	03/15/16
Keene Police Department Supervisors/NHFT, AFT Local 6305, AFL-CIO	01/25/05
Keene Police Officers Association, NHFT, AFT, Local 8027, AFL-CIO	01/26/05
Keene Professional Firefighters	03/15/90
Keene Public Works, AFSCME Local 2973	12/27/07
Keene School District Custodians, AFSCME, Affiliated with AFL-CIO	01/14/77
Keene Tutors, Association, NEA-NH	11/28/01
Keene State College, Adjunct Association, NEA-NH	07/25/03
Keene State College, Administrative Staff Association, NEA-NH	06/04/16
Keene State College Campus Safety Employees, Teamsters Local 633	09/18/15
Keene State College Directors & Supervisors Association, NEA-NH	12/13/16
Keene State College Education Association, Affiliated with NHEA/NEA	08/20/13
Keene State College Staff Association, NEA-NH	04/29/16
Kensington Education Association, Affiliated with NHEA/NEA	03/27/79
Laconia Association of Support Staff, Affiliated with NHEA/NEA	02/24/77
Laconia, City, SEA-NH, SEIU Local 1984	09/03/15
Laconia Education Association, Affiliated with NHEA/NEA	01/06/78
Laconia Education Assistants, NEA-NH	06/08/94
Laconia Firefighters, Local 1153, International Association of Fire Fighters, AFL-CIO, CLC	03/13/76
Laconia Patrolman Association, Affiliated with NEPBA	01/19/17
Laconia Public Works Department, AFSCME Local #534	12/07/76
Lafayette Regional Education Association, Affiliated with NHEA/NEA	04/15/77
Lebanon Administrative Group (School)	9/28/93
Lebanon, City (Water Sewer Landfill), AFSCME	02/08/85
Lebanon Education Association, NEA-NH	03/08/88
Lebanon Permanent Firefighters' Association	04/05/17
Lebanon Police Benevolent Association, NEPBA Local 26, IUPA, AFL-CIO	12/29/06

**APPENDIX: Collective Bargaining Agreements (indexed by employer)**

<b>City/Town/County/School District/University</b>	<b>Date</b>
Lebanon Professional Administrative Salaried Employees (LPASE), Teamsters Local 633	06/26/07
Lebanon Public Works, AFSCME Local #1348	08/14/91
Lebanon School District Secretaries	11/30/79
Lebanon Support Staff, NEA-NH	05/26/87
Lempster Education Association, NEA-NH	05/12/15
Lempster Education Support Personnel/NEA-NH	05/12/15
Lincoln Police Department, Teamsters Local 633	07/23/14
Lin-Wood Teachers Association, NHEA/NEA	02/12/76
Lisbon Association of Paraprofessionals, NEA-NH	11/22/04
Lisbon Teachers Association, Affiliated with NHEA/NEA	12/07/76
Litchfield Education Association, NEA-NH	05/30/12
Litchfield Support Staff, NEA-NH	09/13/17
Litchfield Police Department, AFSCME Council 93	11/20/90
Littleton Police Department, SEA, Chapter 57, SEIU Local 1984	08/01/07
Littleton Police, SEA, Chapter 57, SEIU Local 1984	05/08/01
Littleton Teachers' Association, Affiliated with NHEA/NEA	10/03/13
Littleton Support Staff Association, NEA-NH	09/07/17
Littleton Water & Light Department, International Brotherhood of Electrical Workers Local 1837	05/02/94
Lodge at Belmont, SEA, SEIU Local 1984, CTW, CLC	05/21/10
Londonderry Administrative Employees Association, Affiliated with AFSCME Council 93 (Public Safety Administrative Employees)	07/14/17
Londonderry Administrative Employees Association, AFSCME (Town Administrative Employees)	06/24/13
Londonderry Association of Allied Health Professionals/LEA	03/29/01
Londonderry Education Association, Affiliated with NHEA/NEA	01/21/92
Londonderry Executive Employee Association	06/17/04
Londonderry Police Department, AFSCME Local 3657	09/28/15
Londonderry Professional Firefighters Association, Local 3160	11/07/95
Londonderry School Custodians, AFSCME Council #68	06/09/81
Londonderry School District (Clerical Employees), AFSCME Council 93, Local 1801	03/29/01
Londonderry Town Support Staff, AFSCME Local 1801	10/21/04
Lyme Education Association, Affiliated with NHEA/NEA	07/16/15
Lyndeborough Education Association/NEA-NH	09/28/90
Madison Employees' Association, NEA-NH	07/11/17
Manchester Education Association/NEA-NH	07/26/16
Manchester Central Fleet Management, AFSCME Council 93, Local 298	03/07/14
Manchester Welfare Department Employees, Teamsters Local 633 of NH	10/05/07



## APPENDIX: Collective Bargaining Agreements (indexed by employer)

City/Town/County/School District/University	Date
Manchester Association Police Supervisors	01/30/02
Manchester (Airport Authority), Teamsters Local 633 of NH	06/17/02
Manchester Association of Fire Supervisors, Local 3820, IAFF	09/05/14
Manchester Educational Support Personnel Association/NEA-NH	10/25/16
Manchester Health Department, AFSCME Local 298	06/12/07
Manchester Housing Authority Maintenance Department, AFSCME Council 93	04/18/86
Manchester Police Officers, Local 394, International Brotherhood of Police Officers	12/07/76
Manchester Police Department Support Staff, Teamsters Local 633 of NH	12/15/15
Manchester Association of Principals, Affiliated with Teamsters Local 633 of NH, A/W International Brotherhood of Teamsters, Chauffers, Warehousemen, & Helpers of America	11/01/88
Manchester Professional Firefighters, Local 856, IAFF	02/24/04
Manchester Public Library, Teamsters Local 633 of NH	04/04/02
Manchester Public Works Department, AFSCME Council 93, Local 298	02/03/14
Manchester School Department Teacher Aides, AFSCME, Local 298, AFL-CIO	08/17/79
Manchester Certified Instructors, NEA-NH	08/19/14
Manchester, SAU 37, Teamsters Local 633 of NH (Directors & Coordinators)	01/05/10
Manchester Transit Authority, Amalgamated Transit Union	07/14/88
Manchester Water Works Department, United Steelworkers of America	01/08/92
Marlborough Education Association, NEA-NH	11/26/03
Marlow Education Association, NEA-NH	02/21/14
Mascenic Education Support Staff/NEA-NH	09/11/03
Mascenic Education Association/NEA-NH	10/31/07
Mascoma Valley Regional Education Association, Affiliated with NHEA/NEA	09/13/77
Mascoma Valley Regional Support Staff Association/MVREA/NEA-NH	09/11/85
Meredith, SEA-NH, SEIU Local 1984	04/06/11
Merrimack County Department of Corrections, NCEU	12/21/16
Merrimack County Department of Corrections, SEIU Local 1984	01/12/17
Merrimack County Nursing Home Employees, ICWU, Local 1046c	10/21/03
Merrimack County Sheriff's Office, New England Police Benevolent Association	12/02/13
Merrimack Dispatchers & Support Staff, NEPBA	04/29/09
Merrimack Educational Support Staff, NEA-NH	10/11/13
Merrimack, AFSCME Council 93, Local 3657 (Police & Fire)	01/14/10
Merrimack Police Union, NEPBA Local 12	06/23/06
Merrimack Professional Firefighters, IAFF	04/14/94
Merrimack (Public Works), AFSCME Local 2986	03/04/03
Merrimack Public Works (Supervisors), Teamsters Local 633 of NH	12/08/16
Merrimack Teachers Association, NHEA/NEA	10/11/13

**APPENDIX: Collective Bargaining Agreements (indexed by employer)**

<b>City/Town/County/School District/University</b>	<b>Date</b>
Merrimack Teachers Association, NHEA/NEA	10/11/13
Merrimack Valley Education Association, NEA-NH	07/24/12
Merrimack Valley School District Administrators	08/17/98
Merrimack Valley School Support Staff Association, NEA-NH	08/01/12
Milford Administrative Group	10/05/95
Milford Cert Association, NEA-NH	05/18/83
Milford Education Support Staff Association, NEA-NH	10/02/06
Milford Educational Personnel Association, NEA-NH	10/16/96
Milford - Mont Vernon Teachers Association, Affiliated with NHEA/NEA	12/07/76
Milford Police Employees, AFSCME Local 3657	06/17/08
Milford Teacher Association/NEA-NH	08/01/17
Milford, Teamsters Local 633 of NH	09/28/00
Milton Education Association, Affiliated with NHEA/NEA	06/17/77
Milton (Town Employees), Teamsters Local 633 of NH	09/11/96
Monadnock District Education Association/NEA-NH	05/04/17
Monadnock District Support Staff Association/NEA-NH	05/21/13
Monadnock District Specialists, SAU 93/NEA-NH	07/10/12
Monroe Teachers' Association, NEA-NH	10/16/91
Monroe Education Support Personnel/NEA-NH	09/30/04
Mont Vernon Education Association, NEA-NH	08/17/17
Moultonborough Police Association, NEPBA	10/31/12
Moultonborough Schools Staff Association, Affiliated with NEA-NH	03/06/81
Nashua, International Union - UAW Local 2322 (Clerical and Technical Unit)	05/04/15
Nashua, International Union - UAW Local 2322 (Professional Unit)	06/17/16
Nashua Custodial/Janitorial Staff, AFSCME Council 93, Local 365	12/04/08
Nashua, Local 789, International Association of Fire Fighters, AFL-CIO, CLC	02/12/76
Nashua Housing Authority, AFSCME	02/10/84
Nashua Police Patrolman's Association	03/20/98
Nashua Police Department Civilians, Teamsters Local 633	05/18/11

**APPENDIX: Collective Bargaining Agreements (indexed by employer)**

<b>City/Town/County/School District/University</b>	<b>Date</b>
Nashua Police Communications Employees, NEPBA Local 125, IUPA, AFL-CIO	04/06/07
Nashua Police Department Professional Employees, UAW Local 2322	05/04/15
Nashua Police Supervisors Association, NEPBA Local 25	06/14/06
Nashua Public Library Employees, Local 4831, AFT, AFL-CIO	09/20/01
Nashua Public Works and Park-Recreation Commission, AFSCME	12/07/76
Nashua Association of School Principals	03/25/14
Nashua School Administrators & Supervisors	06/14/17
Nashua Teachers Union	05/04/92
Nashua Teachers' Union, Unit B, Local 1044, Affiliated with NHFT, AFT, AFL-CIO	11/14/78
Nashua Teachers' Union, Unit C, Local 1044, Affiliated with NHFT, AFT, AFL-CIO	07/01/92
Nashua Teachers' Union, Unit D	05/13/91
New Boston Education Association, NEA-NH	09/25/98
New Boston Support Staff Association, NEA-NH	07/18/02
New Castle Teachers Organization, Affiliated with NHEA/NEA	12/07/76
New London, AFSCME Council 93	05/18/94
Newfields Paraprofessional Association	01/25/11
Newfields Staff Association	01/25/11
Newfound Area School Administrators	12/11/90
Newfound Teachers' Union, AFT 6557, AFT-NH, AFL-CIO	06/30/15
Newington, Professional Firefighters, IAFF Local 4104	06/19/14
Newington Teachers Association, NEA-NH	12/07/76
Newmarket Police	08/20/12
Newmarket Teachers Association, Affiliated with NHEA/NEA	04/25/16
Newport Support Staff, NEA-NH	10/22/92
Newport Teachers Association, Affiliated with NHEA/NEA	01/06/81
North Conway Water Precinct Employees, SEA/SEIU Local 1984	10/21/03
North Hampton (Seacoast Educational Support Personnel, NEA-NH)	06/22/82
North Hampton Professional Firefighters, Local 3211, IAFF	09/30/91
North Hampton, Teamsters Local 633	07/15/09

**APPENDIX: Collective Bargaining Agreements (indexed by employer)**

<b>City/Town/County/School District/University</b>	<b>Date</b>
North Stratford Teachers Association, Affiliated with NHEA/NEA	10/29/76
Northwood Educational Support Personnel Association/NEA-NH	03/21/06
Northwood Teachers Association/NEA-NH	12/27/07
Nottingham Education Association/NEA-NH	11/29/10
Nottingham Paraprofessional Association/NEA-NH	06/19/07
Orford Teachers Association, NHEA/NEA	02/27/76
Ossipee Town Employees, AFSCME Local 534	05/08/07
Oyster River Administrators' Association	04/20/09
Oyster River Education Support Personnel Association, NEA-NH	11/19/81
Oyster River School Bus Driver's Association, Affiliated with IUOE, Local 877, AFL-CIO	06/05/17
Oyster River School Paraprofessionals and Support Staff, NHFT	09/26/02
Oyster River Teachers Guild, NHEA/NEA	02/12/76
Pease Development Authority, Teamsters Local 633	08/22/00
Pelham Education Support Personnel Association/NEA-NH	05/03/11
Pelham Educational Association, NEA-NH	06/26/15
Pelham Professional Firefighters, IAFF Local 4546	12/29/06
Pelham Police, AFSCME, AFL-CIO	02/18/92
Pelham Public Works & Municipal Employees, AFSCME Local 1801	12/31/15
Pembroke, IUOE Local 98	02/08/07
Pembroke Association of Education, NHEA/NEA	06/21/16
Pembroke Police Department, Teamsters Local 633	09/21/94
Peterborough Public Works, Teamsters Local 633	05/18/94
Pittsburg Teachers Association, Affiliated with NHEA/NEA	10/29/76
Pittsfield Education Association, Affiliated with NHEA/NEA	06/30/76
Pittsfield, Teamsters Local 633 of NH	07/14/99
Pittsfield Town Employees, AFT Local 6214, AFT-NH, AFL-CIO	07/02/15
Plainfield Education Association, Affiliated with NHEA/NEA	05/17/77
Plainfield School Support Staff/NEA-NH	09/20/95
Plaistow Police, Teamsters Local 633	11/02/16

**APPENDIX: Collective Bargaining Agreements (indexed by employer)**

<b>City/Town/County/School District/University</b>	<b>Date</b>
Plaistow Town Employees, Teamsters Local 633	10/22/10
Plymouth Cooperative Education Association/NEA-NH	12/19/89
Plymouth Education Association, NHEA/NEA	02/12/76
Plymouth, AFSCME Council 93, Local 3380	03/13/98
Plymouth Regional Educational Support Staff, NEA-NH	04/10/14
Plymouth Educational Support Personnel Association, NEA-NH	11/26/96
Plymouth Administrative & Support Staff Employees, AFSCME Council 93	05/18/94
Plymouth State University, SEA-NH, SEIU Local 1984	01/05/12
Plymouth State University - AAUP	04/28/16
Portsmouth City Employees, Local 1386, AFSCME, AFL-CIO See 98-001	10/29/76
Portsmouth Fire Fighters, Local 1313, IAFF, AFL-CIO, CLC	02/12/76
Portsmouth Fire Officer's Association	06-01-94
Portsmouth Police Civilian Employees Association, NEPBA Inc., IUPA, AFL-CIO	10/12/07
Portsmouth Police Department (Clerical), Teamsters Local 633	10/12/89
Portsmouth Police Patrolmen's Association Union	05/03/06
Portsmouth Professional Fire Officer's Association	06/01/94
Portsmouth Professional Management Association	10/10/96
Portsmouth School Administrators Association	01/18/89
Portsmouth School District (Cafeteria Employees), AFSCME, AFL-CIO, Council No. 68	01/11/82
Portsmouth Educational Support Personnel Association, NEA-NH	06/01/83
Portsmouth School Custodians, AFSCME, AFL-CIO, Local 1386	08/19/82
Portsmouth School District (Paraprofessionals), NEA-NH	02/05/88
Portsmouth Supervisory & Management Alliance	05/19/77
Portsmouth Teachers Association, Affiliated with NHEA/NEA	12/07/76
Profile Federation of Teachers, NEA-NH	09/26/90
Profile High School, SAU 35, NEA-NH	11/22/16
Prospect Mountain High School Teachers' Association, NEA-NH	03/11/11
Raymond Education Association, NEA-NH	10/06/03
Raymond Police Department, Teamsters Local 633 of NH	06/09/93



**APPENDIX: Collective Bargaining Agreements (indexed by employer)**

<b>City/Town/County/School District/University</b>	<b>Date</b>
Raymond Educational Support Staff, AFT Local 4823, AFT-NH, AFL-CIO	05/11/17
Raymond Town Employees, AFSCME Council 93	12/11/14
Rindge Police Department, Teamsters Local 633 of NH	03/25/97
Rochester Communications Union, NEPBA	06/17/08
Rochester Federation of Teachers	02/18/99
Rochester Firefighters, Local 1451, IAFF, AFL-CIO	12/07/76
Rochester Middle Management Group	07/11/17
Rochester Municipal Employees Association, Affiliated with SEA-NH, SEIU Local 1984	05/09/14
Rochester Municipal Managers Group	07/12/17
Rochester Police Union, NEPBA Local 23	08/09/06
Rochester Public Library, Teamsters Local 633 of NH	07/16/01
Rochester Public Works, AFSCME Local 863	03/03/08
Rochester School Administrators Association	11/14/80
Rochester School District (Building & Grounds Department), AFSCME Council 93	08/10/90
Rochester School District SAU 54, NHFT, AFT, AFL-CIO	10/14/01
Rochester Federation of Teachers, Paraprofessional Chapter Local 3607, NHFT, AFT, AFL-CIO	04/06/88
Rockingham County Attorney's Office, Teamsters Local 633 of NH	01/19/12
Rockingham County Department of Corrections (Officers), NCEU	07/21/14
Rockingham County Corrections, Teamsters Local 633 of NH	12/21/16
Rockingham County (Dispatchers & Technicians), Teamsters Local 633 of NH	11/09/09
Rockingham County Maintenance Department, Teamsters Local 633 of NH	07/21/11
Rockingham County Sheriff's Department, NEPBA	12/13/16
Rockingham County Sheriffs (Deputy Sheriffs)	08/03/06
Rockingham Venture Custodial & Maintenance Employees, Teamsters Local 633 of NH	11/03/93
Rockingham Venture Security Guards, International Union, UAW	03/26/92
Rollinsford Police Association	03/06/90
Rollinsford Teachers' Association, NEA-NH	09/11/09
Rumney Teachers Association, Affiliated with NHEA/NEA	02/19/09
Rye Educational Support Staff Association, NEA-NH	01/29/99

**APPENDIX: Collective Bargaining Agreements (indexed by employer)**

<b>City/Town/County/School District/University</b>	<b>Date</b>
Rye Police Department, Teamsters Local 633 of NH	12/08/98
Rye Professional Firefighters Association, IAFF	01/28/05
Rye Teachers Organization, NEA-NH	06/14/99
Rye Town Employees Association, Teamsters Local 633 of NH	02/29/08
Salem Education Association, NEA-NH	06/20/16
Salem Educational Personnel Association, NEA-NH	08/04/17
Salem Brotherhood of Professional Firefighters, Local 2892	03/11/16
Salem Police Relief Association, NEPBA, Inc., IUPA, AFL-CIO	01/04/11
Salem Public Administrators Association	04/15/16
Salem Public Works Employees, AFSCME Local 1801	01/04/11
Salem School Custodians Employees Association/NEA-NH	01/03/03
Salem Educational Support Personnel Association, NEA-NH	07/07/16
Salem Association of Food Service Personnel, NEA-NH	02/17/88
Salem (Clerical, Technical and Administrative Employees), SEA-NH, SEIU Local 1984	08/01/12
Sanborn Regional Educational Association, Affiliated with NHEA/NEA	12/07/76
Sanborn Regional Support Staff/Affiliated with Sanborn Regional Education Association, NEA-NH	07/02/97
Sandown Police, Teamsters Local 633	04/01/03
SAU 35 - Profile High School, NEA-NH	11/22/16
SAU 38 Employees Association, NEA-NH	09/14/10
Seabrook (Seacoast Educational Support Personnel Association, NEA-NH, SAU 21)	06/22/82
Seabrook Dog Track Racing Dept. Employees/Teamsters Local 633 of NH	02/15/95
Seabrook Dog Track Employees (Mutuel Clerks)/Teamsters Local 633 of NH	10/14/94
Seabrook Employees Association, SEIU Local 1984	12/10/08
Seabrook Firefighters, IAFF #2847	04/18/17
Seabrook Police Association, Affiliated with Teamsters Local 633 of NH	08/09/16
Seabrook Racetrack Security Association/Teamsters Local 633 of NH	02/28/97
Seabrook Supervisory Employees Association, AFSCME Local 2301	05/22/15
Seacoast Education Association, NEA-NH (SAU 90)	05/08/12
Seacoast Educational Support Personnel Association, NEA-NH (SAU 90)	12/22/11

**APPENDIX: Collective Bargaining Agreements (indexed by employer)**

<b>City/Town/County/School District/University</b>	<b>Date</b>
Seacoast Educational Support Personnel Association, NEA-NH (SAU 21 - Hampton Falls, North Hampton, Seabrook, South Hampton)	06/22/82
Seacoast Education Association (Supervisory Union 21), Affiliated with NHEA/NEA	12/07/76
Shaker Regional Education Association, Affiliated with NHEA/NEA	04/13/15
Shaker Regional Education Support Professional Association, NEA-NH	06/22/15
Somersworth Firefighters Local 2320, IAFF, AFL-CIO, CLC	12/02/77
Somersworth Highway Department, AFSCME, AFL-CIO, Local No. 572	03/28/91
Somersworth Police Union, NEPBA Local 19	05/31/06
Somersworth Professional Administrator's Association, IUPE	06/12/17
Somersworth Association of Clerical & Aides/NEA-NH	09/11/08
Somersworth School Support Personnel Association/NEA-NH	04/22/86
Somersworth Association of Educators, NEA-NH	03/22/11
Somersworth Water & Wastewater Employees Association	12/03/86
South Hampton (Seacoast Educational Support Personnel, NEA-NH, SAU 21)	06/22/82
State of NH - Adjutant General, SEIU, Local 1984, AFL-CIO, CLC	10/27/16
State of NH - Administrative Services, SEIU, Local 1984, AFL-CIO, CLC	10/27/16
State of NH - Agriculture, SEA-NH, SEIU Local 1984	10/27/16
State of NH - Bank Commission, SEA-NH, SEIU Local 1984	10/27/16
State of NH - Civil Defense, SEA-NH, Inc.	06/30/80
State of NH - Community College System of NH, SEA-NH, Inc., SEIU Local 1984	11/18/10
State of NH - Community College System of NH (Professors), NH Higher Education Union	03/17/17
State of NH - Community College System of NH (Adjunct Faculty), SEA/SEIU Local 1984	03/14/11
State of NH - Corrections, SEIU Local 1984, AFL-CIO, CLC	10/27/16
State of NH - Corrections, Officers, Teamsters Local Union 633	10/04/12
State of NH - Corrections, Supervisory Corrections Officers, SEA-NH, Inc., SEIU Local 1984	01/05/10
State of NH - Council on Aging, SEA-NH	05/10/85
State of NH - Court Assistants, SEA-NH, SEIU Local 1984	11/09/11
State of NH - Court Monitors-Assistants, SEA-NH, SEIU Local 1984	03/20/06
State of NH - Court Reporters, SEA, SEIU Local 1984	04/21/04
State of NH - Court Security Officers, International Brotherhood of Teamsters, Local 633 of NH	05/04/09

**APPENDIX: Collective Bargaining Agreements (indexed by employer)**

<b>City/Town/County/School District/University</b>	<b>Date</b>
State of NH - Cultural Resources, SEIU Local 1984, AFL-CIO, CLC	10/27/16
State of NH - Education, SEA-NH, SEIU Local 1984	09/30/16
State of NH - Bureau of Emergency Communications, SEA-NH, Local 1984	10/09/96
State of NH - Employment Security, SEA-NH, Inc.	10/27/16
State of NH - Employment & Training, SEA-NH, Inc.	01/15/82
State of NH - Environmental Services, SEIU, Local 1984, AFL-CIO, CLC	10/27/16
State of NH - Fish & Game, SEA-NH, Inc.	10/27/16
State of NH - Fish & Game, NEPBA, Local 40, Fish & Game Officers	10/31/06
State of NH - Fish & Game, NEPBA, Local 45, Fish & Supervisory Officers	10/31/06
State of NH - Health and Welfare, SEA-NH, SEIU Local 1984	10/27/16
State of NH - Human Rights Commission, SEA-NH, Inc., SEIU Local 1984	11/18/10
State of NH - Information Technology, Office of, SEA, SEIU Local 1984, AFL-CIO	10/27/16
State of NH - Insurance Department, SEA, Local 1984, AFL-CIO, CLC	10/27/16
State of NH - Labor, Department of, SEA-NH, Inc.	10/27/16
State of NH - Liquor Commission, SEA-NH, Inc.	08/01/14
State of NH - Liquor Commission, Bureau of Enforcement & Licensing, NEPBA Local 260, IUPA, AFL-CIO	12/10/09
State of NH - Motor Vehicles, SEA-NH, Local 1984, SEIU	05/16/02
State of NH - NH Hospital, Public Practice Professional Association	09/19/80
State of NH - Nursing, Board of, SEA-NH/SEIU Local 1984	09/18/08
State of NH - Office of Professional Licensure & Certification	05/19/16
State of NH - Superior Courts, SEA, SEIU Local 1984	04/21/04
State of NH - New Hampshire Technical College System, SEIU, Local 1984, AFL-CIO, CLC	05/06/04
State of NH - Pari-Mutuel Racing Commission, SEA, Local 1984, AFL-CIO, CLC	10/27/16
State of NH - Plymouth State University - AAUP	04/28/16
State of NH - Postsecondary Education Commission, SEA/SEIU Local 1984	04/29/09
State of NH - Probation Dept, SEA-NH, Inc.	12/17/76
State of NH - Probation & Parole Officers, NEPBA Local 265, IUPA, AFL-CIO	01/05/10
State of NH - Probation & Parole Supervisors Unit, NEPBA Local 270, IUPA, AFL-CIO	01/05/10
State of NH - Resources & Economic Development, SEA-NH, SEIU Local 1984	10/27/16

**APPENDIX: Collective Bargaining Agreements (indexed by employer)**

<b>City/Town/County/School District/University</b>	<b>Date</b>
State of NH - Retirement System, SEA-NH, Inc., SEIU Local 1984	08/24/17
State of NH - Revenue Administration, SEIU, Local 1984, AFL-CIO, CLC	10/27/16
State of NH - Safety Department, SEA-NH, Local 1984, SEIU	10/27/16
State of NH - State Library, SEA-NH, Inc.	12/07/76
State of NH - State Planning, SEA-NH, Inc.	06/30/80
State of NH - State Police Command Staff, NHTA	11/23/16
State of NH - NH State Troopers, NHTA	10/18/90
State of NH - Supervisory Employees, SEA-NH, Inc., SEIU	03/31/97
State of NH - Sweepstakes Commission, SEIU, Local 1984, AFL-CIO, CLC	10/27/16
State of NH - Transportation, SEA-NH, Inc., SEIU Local 1984	10/27/16
State of NH - Treasury, SEIU, Local 1984, AFL-CIO, CLC	10/27/16
State of NH - Veterans Home, SEIU, Local 1984, AFL-CIO, CLC	10/27/16
State of NH - Water Supply & Pollution Control Commission, SEA-NH, Inc.	02/23/78
Strafford County Corrections Employees, SEA, Local 1984	04/20/15
Strafford County Nursing Home, AFSCME, Council 93	08/21/14
Strafford County Sheriff's Employees Association, NEPBA Local 295	09/25/13
Strafford Education Association/NEA-NH	08/31/05
Stratham Paraprofessionals Association, NEA-NH	09/23/15
Stratham Teachers Association, Affiliated with NHEA/NEA	12/02/76
Sullivan County Dept. of Corrections, NCEU	11/02/16
Sullivan County Nursing Home, AFSCME, Council 93	05/01/86
Sunapee Teachers Association, NEA-NH	11/10/86
Tamworth Education Association, NEA-NH	07/11/96
Tamworth Educational Support Personnel, NEA-NH	10/23/96
Thornton Education Association, NEA-NH	06/23/88
Thornton Support Staff Association, NEA-NH	04/12/95
Tilton Police Union, NEPBA, Local 29	08/04/14
Timberlane Teachers' Association, AFT Local 4796, AFT-NH, AFL-CIO	08/25/16
Timberlane Support Staff Union, AFT Local 6530, AFT-NH, AFL-CIO	09/20/13



**APPENDIX: Collective Bargaining Agreements (indexed by employer)**

<b>City/Town/County/School District/University</b>	<b>Date</b>
UNH Police Officers, Teamsters Local 633 of NH	05/08/06
Unity Education Association, NEA-NH	12/14/83
University System of New Hampshire (UNH Lecturers United), AAUP	02/27/14
University System of New Hampshire (UNH Manchester & Durham), AAUP	08/08/91
University System of New Hampshire (Keene State College Education Association), Affiliated with NHEA/NEA	03/20/13
University System of New Hampshire (UNH Law Faculty Union)	04/02/15
University System of New Hampshire (Police), Teamsters Local 633	05/08/06
Wakefield Education Association, NEA-NH	06/09/16
Wakefield Paraprofessionals' Union, NEA-NH	01/02/13
Waterville Valley Teachers' Association, NEA-NH	11/12/93
Weare Educational Support Staff, Local 6349, AFT-NH, AFL-CIO	05/23/06
Weare Police Employees, New England Police Benevolent Association	08/18/15
Weare Teachers Association, NEA-NH	08/28/12
Wentworth Education Association, NEA-NH	09/06/01
Westmoreland Teachers' Association, Affiliated with NHEA/NEA	06/17/80
White Mountains Education Association, Affiliated with NHEA/NEA	09/02/76
White Mountains School District (Supervisors), Teamsters Local 633 of NH	02/19/92
White Mountains Educational Support Personnel, Affiliated with NHEA/NEA	04/30/14
Wilton Education Association, NEA-NH	01/07/93
Wilton-Lyndeborough Cooperative Support Staff Association/NEA-NH	05/17/13
Wilton-Lyndeborough Cooperative Teachers Association, Affiliated with NHEA/NEA	09/26/96
Winchester School Support Staff, NEA-NH	03/15/16
Winchester Teachers' Association	10/03/79
Windham Education Association, Affiliated with NHEA/NEA	08/07/15
Windham Professional Firefighters, Local 2915, IAFF	02/08/08
Windham Police Department, New England Police Benevolent Association, Inc.,	08/20/13
Windham School District Employees, AFSCME Council 93	07/11/17
Windham Town Employees, AFSCME Local 1801	07/21/14
Winnisquam Regional Teachers' Association, Affiliated with NHEA/NEA	12/07/76

**APPENDIX: Collective Bargaining Agreements (indexed by employer)**

City/Town/County/School District/University	Date
Wolfeboro Police Union, NEPBA	06/17/08
Wolfeboro Town, AFSCME, AFL-CIO	03/27/95

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