



responded to the New Matter included in the Answer on November 17, 2021.

4. A Probable Cause Determination was issued on December 9, 2021, finding sufficient support in the pleadings to believe there may have been a violation of the PERA.

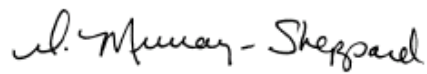
5. A prehearing conference was convened by PERB on January 14, 2022. By agreement of the parties, the processing of this unfair labor practice charge was held in abeyance in order for the parties to engage in labor-management discussions seeking a path forward to implementation of the negotiated 12-hour shifts for Certified Nursing Assistants. The parties remained engaged in collaborative resolution efforts through a difficult hiring and retention period and ultimately reached an agreement which was reduced to writing.

6. By email dated October 11, 2022, AFSCME Local 3936 advised the Public Employment Relations Board that the parties had entered into an amicable settlement which resolved the issues raised in the charge and requested to withdraw the Charge.

**WHEREFORE**, this unfair labor practice charge is hereby dismissed.

**IT IS SO ORDERED.**

DATE: October 20, 2022



DEBORAH L. MURRAY-SHEPPARD  
Executive Director  
Del. Public Employment Relations Bd.