

STATE OF DELAWARE
PUBLIC EMPLOYMENT RELATIONS BOARD

CORRECTIONAL OFFICERS ASSOCIATION OF DELAWARE,	:	
	:	
Charging Party,	:	UNFAIR LABOR PRACTICE CHARGE
	:	<u>No. 26-03-1533</u>
	:	
v.	:	
	:	ORDER OF DISMISSAL
DELAWARE DEPARTMENT OF CORRECTION,	:	
	:	
Respondent.	:	

APPEARANCES

Lance Geren, Esq., O’Donoghue & O’Donoghue, for COAD
Thomas J. Smith, DHR Labor Relations Manager, for DOC

BACKGROUND

1. The State of Delaware (“State”) is a public employer within the meaning of 19 Del. C. §1302(p) of the Public Employment Relations Act, 19 Del. C. Chapter 13 (“PERA”). The Department of Correction (“DOC”) is an agency of the State.

2. The Correctional Officers Association of Delaware (“COAD”) is an employee organization within the meaning of 19 Del. C. §1302(i). COAD is the exclusive bargaining representative of a bargaining unit of uniformed Correctional Officers as defined in DOL Case 1.

3. COAD and the State are parties to a current collective bargaining agreement which has a term of July 1, 2023 through June 30, 2026.

4. On March 6, 2026, COAD filed an unfair labor practice charge with the

Delaware Public Employment Relations Board (“PERB”) alleging conduct by the State in violation of 19 Del. C. §1307(a)(1) and (a)(5). Specifically, the Charge alleged the State unilaterally implemented a requirement that certain bargaining unit employees utilize body worn cameras without providing COAD the opportunity to bargain over the decision and its impact on mandatory subjects of bargaining.

5. On March 19, 2026, the State filed an Answer to the Charge admitting to some of the facts set forth in the Charge, but denying the requirement to wear body worn cameras in the performance of employees’ duties has been implemented.

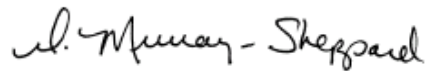
6. On March 25, 2026, a Probable Cause Determination was issued finding the pleadings were sufficient to establish that the Respondents may have violated 19 Del. C. §1307(a)(1) and/or (a)(5), as alleged. As the pleadings raised questions of fact and law, dates were offered to convene a hearing.

7. By email dated April 22, 2026, COAD requested to withdraw this Charge, notifying PERB that “the Union and the State have reached a tentative agreement on a new collective bargaining agreement, which contains language that resolves this matter.”

WHEREFORE, this unfair labor practice charge is hereby dismissed.

IT IS SO ORDERED.

DATE: April 22, 2026



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