

STATE OF DELAWARE
PUBLIC EMPLOYMENT RELATIONS BOARD

COMMUNICATIONS WORKERS OF AMERICA,	:	
DISTRICT 2-13, LOCAL 13101, AFL-CIO, CLC,	:	
	:	UNFAIR LABOR PRACTICE CHARGE
Charging Party,	:	<u>No. 26-05- 1545</u>
	:	
V.	:	
	:	ORDER OF DISMISSAL
STATE OF DELAWARE, OFFICE OF MANAGEMENT	:	
AND BUDGET AND DEPARTMENT OF STATE,	:	
OFFICE OF THE STATE BANK COMMISSIONER,	:	
	:	
Respondent.	:	

APPEARANCES

Michael Watson, Executive President, CWA Local 13101
Thomas J. Smith, DHR Labor Relations Manager, for DOS-OSBC

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 Office of Management and Budget is an agency of the State.
2. The Department of State (“DOS”) is an agency of the State, and the Office of the State Bank Commissioner (“OSBC”) is a division of DOS.
3. The Communications Workers of America, AFL-CIO, CLC (“CWA”) is an employee organization within the meaning of 19 Del. C. §1302(i). By and through its affiliated Local 13101, CWA is the exclusive bargaining representative of the unit of full-time and regular part-time employees of OSBC, as defined in DOL Case 275.

4. CWA Local 13101 and the State are parties to a current collective bargaining agreement which has a term of July 1, 2025 through June 30, 2028.

5. On May 6, 2026, CWA Local 13101 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 wage increase for the first year of the collective bargaining agreement which was contrary to its terms and further failed to properly compute and provide the negotiated retroactive increases.

6. At the State’s request and without objection by CWA Local 13101, the deadline for providing an Answer to the Charge was extended through May 26, 2026.

7. By email dated May 26, 2026, CWA Local 13101 requested to withdraw this Charge, stating:

... CWA Local 13101 is withdrawing the recently filed unfair labor practice charge regarding the implementation of the Fiscal Year 2026 wage increase for the Office of the State Bank Commissioner bargaining unit.

Following discussions today with Tom Smith on behalf of the State, the Union was advised that the State acknowledges there was an error in the implementation and has agreed to correct the issue and make all affected bargaining unit members whole.

Based upon those representations, the Union is withdrawing the pending charge at this time in anticipation of the matter being fully remedied.

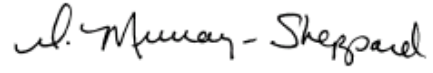
This withdrawal is made without prejudice and should not be interpreted as a waiver of any rights, claims, or future actions by the Union should the corrective action not fully resolve the issues raised by the charge or should additional implementation issues arise.

WHEREFORE, this unfair labor practice charge is hereby dismissed, without

prejudice.

IT IS SO ORDERED.

DATE: May 28, 2026



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