

VERMONT LABOR RELATIONS BOARD

RUTLAND FIREFIGHTERS	)	
ASSOCIATION, INTERNATIONAL	)	DOCKET NO. 09-26
ASSOCIATION OF FIREFIGHTERS	)	
LOCAL 2323	)	

ORDER OF CERTIFICATION

On August 18, 2009, the Rutland Firefighters Association, International Association of Firefighters Local 2323 (“Union”), filed a Petition for Election of Collective Bargaining Representative, seeking to represent part-time firefighters of the City of Rutland and add them to the existing bargaining unit of all full-time firefighters below the rank of Lieutenant represented by the Union.

In response to the petition, the City of Rutland (“Employer”) raised questions of unit determination and representation. The parties resolved the issues in dispute by agreeing that a representation election shall be conducted among the employees of the Fire Department who are classified as substitute firefighters.

On November 9, 2009, Labor Relations Board Executive Director Timothy Noonan conducted an election in the training room of the Rutland Fire Department among the substitute firefighters. Fire Chief Robert Schlacter was present as an observer for the Employer. Matthew Vinci, President of the Professional Fire Fighters of Vermont and State Representative of the International Association of Firefighters, observed for the Union. Employees were asked if they wished to be represented for exclusive bargaining purposes by the Rutland Firefighters Association, International Association of Firefighters Local 2323. Eight of nine eligible employees voted. The results of the election were:

Yes 8

No 0

As a result of this election, it is ordered that the Rutland Firefighters Association, International Association of Firefighters Local 2323, is certified as the exclusive bargaining representative of the employees of the City of Rutland Fire Department who are classified as substitute firefighters, and such employees are added to the existing bargaining unit of all full-time firefighters below the rank of Lieutenant represented by the Union.

Dated this 24<sup>th</sup> day of November, 2009, at Montpelier, Vermont.

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By: /s/ Edward R. Zuccaro, Chairperson  
Edward R. Zuccaro, Chairperson