

VERMONT LABOR RELATIONS BOARD

PETITION OF: )  
 )  
AFSCME LOCAL 1369, ) DOCKET NO. 93-6  
COUNCIL 93 (RE: STOWE )  
POLICE DEPARTMENT EMPLOYEES) )

ORDER

WHEREAS, the Stowe Police Officers Association ("SPOA") has been the certified exclusive bargaining representative of the sergeants, police officers and dispatchers of the Stowe Police Department since November 25, 1977, pursuant to an Order of Certification issued by the Vermont Labor Relations Board (VLRB Docket No. 78-2R), and there is a collective bargaining agreement between the SPOA and the Town of Stowe effective for the period July 1, 1992 - June 30, 1993; and

WHEREAS, AFSCME Local 1369, Council 93, , filed a petition with the Vermont Labor Relations Board on February 4, 1993, to amend the 1977 Order of Certification of the Board to provide that the "Stowe Police Officers Association, affiliated with AFSCME Local 1369, Council 93," shall be the exclusive bargaining representative of the sergeants, police officers and dispatchers of the Stowe Police Department; and

WHEREAS, upon investigation, the Labor Relations Board is satisfied that: 1) all nine employees represented by the SPOA were provided adequate advance notice of a vote concerning whether to affiliate with AFSCME, 2) the employees were provided with the opportunity to cast a secret ballot allowing them to vote for or against joining AFSCME, 3) all nine employees voted in favor of joining AFSCME, and 4) the officers of the SPOA (i.e,

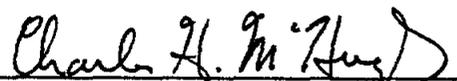
president and secretary-treasurer) supported the affiliation and have remained in their offices following the affiliation vote; and

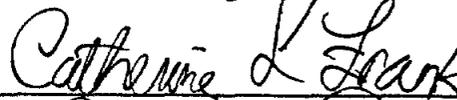
WHEREAS, the Labor Relations Board is satisfied, as a result of this investigation, that the following factors necessary to find appropriate a petition for amendment of certification have been met: 1) there is a guarantee of continuity of representation, 2) sufficient democratic standards were met to determine whether support existed among employees for affiliation, and 3) the originally certified organization does not remain a presently functioning, viable entity after the affiliation:

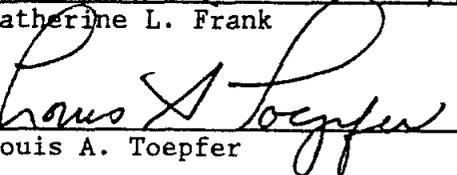
NOW THEREFORE, it is hereby ORDERED that the Order of Certification issued by the Vermont Labor Relations Board on November 25, 1977, in Docket No. 78-2R, is AMENDED to provide that the Stowe Police Officers Association, affiliated with AFSCME Local 1369, Council 93, is the exclusive bargaining representative of the sergeants, police officers and dispatchers of the Stowe Police Department.

Dated this 29<sup>th</sup> day of April, 1993, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

  
Charles H. McHugh, Chairman

  
Catherine L. Frank

  
Louis A. Toepfer