

VERMONT LABOR RELATIONS BOARD

UNITED ELECTRICAL, RADIO AND )  
MACHINE WORKERS OF AMERICA )

and )

TOWN OF SPRINGFIELD )

DOCKET NO. 96 - 82

ORDER OF CERTIFICATION

On October 24, 1996, as clarified on November 5, 1996, the United Electrical, Radio and Machine Workers of America ("Union") filed a Petition for Election of Collective Bargaining Representative to represent for exclusive bargaining purposes all police officers under the rank of lieutenant and police dispatchers employed by the Town of Springfield ("Employer").

On November 13, 1996, the Employer responded to the petition and raised a question of unit determination, contending that sergeants are supervisory employees and, thus, should be excluded from the proposed bargaining unit.

A hearing was conducted on December 5, 1996, in the Vermont Labor Relations Board hearing room in Montpelier before Board Members Catherine Frank, Chairperson; Carroll Comstock and Richard Park. On February 6, 1997, the Board issued Findings of Fact, Opinion and Order. 20 VLRB 5. Therein, the Board determined that the sergeants are not supervisory employees. Id.

On February 26, 1997, Linda McIntire, Legal Assistant/Election Officer for the Vermont Labor Relations Board, conducted an election in the select board meeting room of the Municipal Building, Springfield Vermont. Sergeant John Esposito observed for the Union; Lieutenant Barbara Higgins observed for the

Employer. All fifteen eligible employees voted. One employee voted by absentee ballot. Employees were asked if they wished to be represented for exclusive bargaining purposes by the United Electrical, Radio and Machine Workers of America. The results of the election were:

Yes	14
No	1

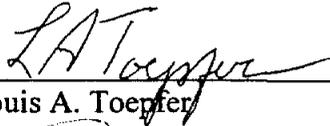
As a result of this election, it is hereby ORDERED that the United Electrical, Radio and Machine Workers of America is CERTIFIED as the exclusive bargaining representative of all police officers under the rank of lieutenant and police dispatchers employed by the Town of Springfield.

Dated this 27<sup>th</sup> day of March, 1997, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD



Catherine L. Frank, Chairperson



Louis A. Toepfer



Carroll P. Comstock