

VERMONT LABOR RELATIONS BOARD

INTERNATIONAL UNION OF)	
PUBLIC EMPLOYEES)	
)	
and)	
)	
AFSCME COUNCIL 93)	DOCKET NO. 16-16
)	
and)	
)	
TOWN OF HARTFORD)	

ORDER OF CERTIFICATION

On April 15, 2016, the International Union of Public Employees filed an amended Petition for Election of Collective Bargaining Representative to represent employees in the Town of Hartford Public Works Department. The Town of Hartford (“Employer”) filed a response to the petition on May 4, 2016, raising questions of unit determination. AFSCME Council 93, the present exclusive bargaining representative of Town of Hartford Public Works Department and Parks and Recreation Department employees, filed a response to the position on May 5, 2015. AFSCME Council 93 indicated, pursuant to Section 33.11 of Labor Relations Board *Rules of Practice*, that it disclaimed interest in remaining the representative of employees and did not wish to appear on the election ballot.

The International Union of Public Employees and the Employer resolved the unit determination issues in dispute and agreed that the following bargaining unit is appropriate: Waste Water Chief Plant Operators 1 & 2, Waste Water Plant Operators 1 & 2, Solid Waste Attendant, Highway Equipment Operators 1 & 2, Mechanic, Site Foreman, Water Foreman, Water Plant Operator and Water System Operators 2 of the Public Works Department; and the Laborer/Maintenance and Laborer/Mechanic of the Parks and Recreation Department.

On June 14, 2016, Labor Relations Board Executive Director Timothy Noonan conducted

an election among these employees in Conference Room 2, 1st Floor, Town of Hartford Municipal Building, 171 Bridge Street, White River Junction, Vermont. The parties had no observers present. 12 of 24 eligible employees voted. Employees were asked if they wish to be represented for exclusive bargaining purposes by the International Union of Public Employees. The results of the election were:

Yes 12

No 0

As a result of this election, it is ordered:

1. The International Union of Public Employees is certified as the exclusive bargaining representative of the Waste Water Chief Plant Operators 1 & 2, Waste Water Plant Operators 1 & 2, Solid Waste Attendant, Highway Equipment Operators 1 & 2, Mechanic, Site Foreman, Water Foreman, Water Plant Operator and Water System Operators 2 of the Public Works Department; and the Laborer/Maintenance and Laborer/Mechanic of the Parks and Recreation Department, of the Town of Hartford; effective July 1, 2016; and

2. AFSCME Council 93 is decertified as the exclusive bargaining representative of these employees effective July 1, 2016.

Dated this 29th day of June, 2016, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

/s/ Gary F. Karnedy

By: Gary F. Karnedy, Chairperson