

VERMONT LABOR RELATIONS BOARD

LOCAL 3797, AFSCME)	
COUNCIL 93)	
)	
and)	DOCKET NO. 95-21
)	
TOWN OF NORWICH)	

ORDER OF NONCERTIFICATION

On March 30, 1995, Local 3797, AFSCME Council 93 ("Union") filed a Petition for Election of Collective Bargaining Representative. The Union requested an election among all full time employees, including the janitor, police, police secretary, road man, equipment operators, assistant Town Clerk-Class 1 and assistant Town Clerk - Class 2, employed by the Town of Norwich ("Employer").

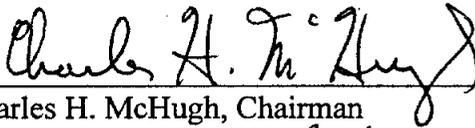
The Employer responded to the petition on April 17, 1995, and raised an issue of unit determination, contending that the police secretary should be excluded from the bargaining unit as a confidential employee. The Town subsequently withdrew this objection and agreed to the conducting of a consent election among all employees the Union was seeking to represent. On June 7, 1995, Linda P. McIntire, Labor Relations Specialist for the Vermont Labor Relations Board, conducted an election in the selectmen's room, Tracy Hall, Norwich, Vermont. George Lovell, AFSCME Coordinator, observed for the Union. Corrine Richardson, Select Board Member, observed for the Employer. All eleven employees voted. Employees were asked if they wished to be represented for exclusive bargaining purposes by Local 3797, AFSCME Council 93. The results of the election were:

Yes	5
No	6

As a result of this election, it is hereby ORDERED that Local 3797, AFSCME Council 93 is NOT CERTIFIED as the exclusive bargaining representative of all full time employees, including the janitor, police, police secretary, road man, equipment operators, assistant Town Clerk - Class 1 and assistant Town Clerk - Class 2, employed by the Town of Norwich.

Dated this 22~~1~~ day of June, 1995, at Montpelier, Vermont,

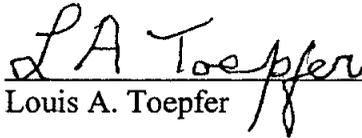
VERMONT LABOR RELATIONS BOARD



Charles H. McHugh, Chairman



Catherine L. Frank



Louis A. Toepfer