

VERMONT LABOR RELATIONS BOARD

VERMONT TROOPERS'
ASSOCIATION, INC.

and

VERMONT STATE EMPLOYEES'
ASSOCIATION, INC.

and

STATE OF VERMONT

DOCKET NO. 09-24

ORDER

On August 7, 2009, the Vermont Troopers' Association, Inc. ("VTA") filed a Petition for Election of Collective Bargaining Representative (the "Petition"), seeking to represent all sworn Vermont State Police Officers below the rank of Lieutenant (the "Employees"). The Employees currently comprise a bargaining unit represented by the Vermont State Employees' Association, Inc. ("VSEA"). The employer ("Employer") is the State of Vermont. In response to the Petition, neither VSEA nor the Employer alleged that a collective bargaining agreement barred an election. VSEA and the Employer also raised no questions of unit determination or representation.

On September 1, 2009, the Labor Relations Board issued an order that set forth the terms and conditions of a secret ballot election. The Board conducted the election by mail. On September 15, 2009, the Board mailed ballots to all employees deemed eligible to vote. Employees were required to return mail ballots to the Board postmarked by September 25, 2009. The employees determined in the election whether they desired to be represented for exclusive bargaining purposes by Vermont State Employees' Association, Inc.; Vermont Troopers' Association, Inc.; or neither.

The votes were counted on September 30, 2009, in the Board hearing room, 13 Baldwin Street, Montpelier, Vermont, by Board Executive Director Timothy Noonan and former Board Clerk Jan Burrus. Terry Macaig, Executive Assistant to the VSEA Director, was present as an observer for VSEA. William Deveneau, a member of the bargaining unit voting in the election, observed for VTA. William Reynolds, Department of Human Resources General Counsel, observed for the Employer.

218 of the 280 eligible voters returned ballots. Two of the 218 ballots were not counted because they were postmarked after the deadline for postmarking ballots.

Accordingly, 216 ballots were counted. The results of the election were:

Vermont State Employees' Association, Inc.	1
Vermont Troopers Association, Inc.	213
Neither	2

As a result of this election, it is ordered that the Vermont Troopers Association, Inc., is certified as the exclusive bargaining representative of all sworn Vermont State Police Officers below the rank of Lieutenant.

Dated this 16th day of October, 2009, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

/s/ Edward R. Zuccaro

By: _____
Edward R. Zuccaro, Chairperson