

VERMONT LABOR RELATIONS BOARD

VERMONT STATE COLLEGES)	
FACULTY FEDERATION, AFT LOCAL)	
3180, AFT VERMONT, AFT, AFL-CIO)	
)	
and)	DOCKET NO. 17-29
)	
COMMUNITY COLLEGE OF)	
VERMONT)	

ORDER

On June 30, 2017, the Vermont State Colleges Faculty Federation, AFT Local 3180, AFT Vermont, AFT, AFL-CIO (“Union”) filed a petition to represent certain part-time faculty of the Community College of Vermont (“Employer”). On July 26, 2017, the Employer responded to the petition, contending that the bargaining unit proposed by the Union was inappropriate and proposing an alternative unit. On August 3, 2017, the Union and Employer agreed that the following bargaining unit is an appropriate unit:

Instructors employed by the Community College of Vermont who meet the following requirements comprise an appropriate bargaining unit: 1) have been employed for at least four semesters out of the previous four academic years, or who currently are in their fourth teaching semester; and 2) have taught at least three credit hours in the prior academic year (fall semester, spring semester and summer semester taken together are considered the academic year as defined by CCV).

After initial entry into the bargaining unit, instructors will exit from the bargaining unit following any complete September to August period in which they have not taught at least three credits. August 31st will be considered the exit date (e.g., if someone teaches in the Fall of 2017, he or she stays in the unit until August 31, 2019, even if he or she has not taught three credits during that period.)

Excluded from the unit are full or part time Coordinators of Academic Services, Deans, Associate Deans, Assistant Deans, and Directors; professional, administrative, technical and clerical employees whose primary assignment or appointment is as a staff person; all full-time employees regardless of position; blue collar, maintenance, security and other non-professional employees; and all other confidential, supervisory, and managerial employees. Also excluded from the unit are all other employees who are otherwise covered by a collective bargaining agreement with the Vermont State Colleges, with the exception of those employees represented by the Part-Time Faculty Federation. Teaching

service during a period of employment with CCV in which such an employee was excluded from the unit will not count for future unit eligibility.

Pursuant to the agreement by the parties on the proposed bargaining unit, the Vermont Labor Relations Board conducted a secret ballot election, pursuant to 3 V.S.A. Section 941(e) and (g), among the employees in the above-described bargaining unit. The election was conducted by mail ballot.

The employees voting in the election were asked two questions: 1) whether they wish to be included in a collective bargaining unit consisting of the above-described employees; and 2) whether they wish to be represented for exclusive bargaining purposes by the Vermont State Colleges Faculty Federation, AFT Local 3180, AFT Vermont, AFT, AFL-CIO. The ballots were counted on October 12, 2017, in the Labor Relations Board hearing room. 431 of 539 eligible employees cast valid ballots. Four employees submitted invalid ballots. The results on the valid ballots on the first question of whether employees wish to be included in the bargaining unit were: Yes – 300, No – 131. The results on the second question of whether they wish to be represented for exclusive bargaining purposes by the Vermont State Colleges Faculty Federation, AFT Local 3180, AFT Vermont, AFT, AFL-CIO, were: Yes – 298, No – 133.

As a result of this election, it is ordered that the Vermont State Colleges Faculty Federation, AFT Local 3180, AFT Vermont, AFT, AFL-CIO, is certified as the exclusive bargaining representative of Instructors employed by the Community College of Vermont who meet the following requirements: 1) have been employed for at least four semesters out of the previous four academic years, or who currently are in their fourth teaching semester; and 2) have taught at least three credit hours in the prior academic year (fall semester, spring semester and summer semester taken together are considered the academic year as defined by CCV). After initial entry into the bargaining unit, instructors will exit from the bargaining unit following any

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Dated this 27th day of October 2017, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

/s/ Gary F. Karnedy

Gary F. Karnedy, Chairperson

/s/ Richard W. Park

Richard W. Park

/s/ Edward W. Clark, Jr.

Edward W. Clark, Jr.