

VERMONT LABOR RELATIONS BOARD

VERMONT STATE EMPLOYEES')	
ASSOCIATION PETITION FOR ELECTION)	
OF COLLECTIVE BARGAINING)	DOCKET NO. 14-32
REPRESENTATIVE (RE: FRANKLIN)	
COUNTY STATE'S ATTORNEY EMPLOYEES))	

ORDER OF CERTIFICATION

The Vermont State Employees' Association ("VSEA") filed a Petition for Election of Collective Bargaining Representative on April 14, 2014, to represent the Deputy State's Attorneys, Victim's Advocates, Administrative Secretary and Secretary IV of the Franklin County State's Attorney. The Labor Relations Board issued a decision on November 3, 2014, dismissing the petition. 33 VLRB 119. The Vermont Supreme Court issued an Entry Order on January 8, 2016, reversing the Board decision and remanding to the Board to proceed according to the unit determination and representation provisions of Section 1724(c)-(h) of the Municipal Employee Relations Act. The Franklin County State's Attorney agreed to a consent election among the employees VSEA sought to represent.

The Vermont Labor Relations Board conducted a unit determination and representation election by secret ballot among the Deputy State's Attorneys, Victim's Advocates, Administrative Secretary and Secretary IV of the Franklin State's Attorney on May 6, 2016, from 11:0 a.m. to 1:00 p.m., in the Conference Room, Franklin County State's Attorney Office, 5 Lemnah Drive, St. Albans, Vermont. Timothy Noonan, Labor Relations Board Executive Director, conducted the election as the agent for the Board. Vinnie O'Connor, VSEA Organizing Director, was present as an observer for VSEA. The Employer had no observer.

The purpose of this election was: 1) to determine whether the professional employees (i.e., Deputy State's Attorneys, Victim's Advocates) of the Franklin County State's Attorney Office wish to be included in the same bargaining unit as the non-professional employees (i.e.,

Administrative Secretary, Secretary IV); and 2) to determine whether the Deputy State's Attorneys, Victim's Advocates, Administrative Secretary and Secretary IV wish to be represented for exclusive bargaining purposes by the Vermont State Employees' Association. All eight employees eligible to vote in the election cast ballots.

The professional employees (i.e., Deputy State's Attorneys, Victim's Advocates) of the Franklin County State's Attorney were provided the opportunity to cast two ballots at the election. One ballot provided:

Do you wish to be included in the same bargaining unit as the non-professional employees (i.e., Administrative Secretary, Secretary IV) of the Franklin County State's Attorney?

Yes / ☐ /

No / ☐ /

The other ballot provided:

Do you wish to be represented for exclusive bargaining purposes by the Vermont State Employees' Association?

Yes / ☐ /

No / ☐ /

The non-professional employees (i.e., Administrative Secretary, Secretary IV) of the Franklin County State's Attorney were provided the opportunity to cast one ballot at the election. The ballot provided:

Do you wish to be represented for exclusive bargaining purposes by the Vermont State Employees' Association?

Yes / ☐ /

No / ☐ /

The ballots cast by the professional employees were segregated from the other cast ballots during the course of the election. At the counting of ballots, the Board agent counting the ballots reviewed the ballots cast by the professional employees concerning whether they wish to be included in the bargaining unit with non-professional employees. The professional employees decided by a vote of 6 to 0 to be included in the unit with non-professional employees. The majority of professional employees so voting, the ballots cast by professional employees on whether they wish to be represented by the Vermont State Employees' Association were then commingled with the ballots cast by non-professional employees. The employees decided by a vote of 8 to 0 to be represented for exclusive bargaining representative by the Vermont State Employees' Association.

As a result of this election, it is ordered that the Vermont State Employees' Association is certified as the exclusive bargaining representative of employees in a bargaining unit consisting of the Deputy State's Attorneys, Victim's Advocates, Administrative Secretary and Secretary IV of the Franklin County State's Attorney.

Dated this 23rd day of May, 2016, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

/s/ Gary F. Karnedy
Gary F. Karnedy, Chairperson

/s/ Edward W. Clark
Edward W. Clark, Jr.

/s/ Robert Greemore
Robert Greemore