

VERMONT LABOR RELATIONS BOARD

UNITED ACADEMICS-AAUP/AFT)	
)	
and)	DOCKET NO. 00-75
)	
UNIVERSITY OF VERMONT)	

ORDER OF CERTIFICATION

On December 14, 2000, United Academics-AAUP/AFT (“Union”) filed a Petition for Election of Collective Bargaining Representative with the Vermont Labor Relations Board seeking to represent certain faculty of the University of Vermont (“Employer”). On January 11, 2001, the Employer responded to the petition and raised questions of unit determination. On January 26, 2001, the parties agreed that the following bargaining unit is an appropriate bargaining unit:

Included in the unit are all full-time (.75 or greater FTE appointments for 9, 10, 11 or 12 months) faculty including faculty holding the ranks of lecturer, instructor, or assistant, associate, and full professor; Extension Faculty holding the ranks of lecturer, instructor, or assistant, associate, and full professor; Clinical Faculty outside of the School of Medicine holding the ranks of lecturer, instructor, or assistant, associate, and full professor; Library Faculty (including the Dana Medical Library) holding the ranks of lecturer, instructor, or assistant, associate, and full professor; Research Faculty holding the ranks of lecturer, instructor, or assistant, associate and full professor; Visiting Faculty holding the ranks of lecturer, instructor, or assistant, associate and full professor who are in a second or subsequent appointment or who are in the third year or more of an initial appointment or who have been employed in any capacity at the University of Vermont prior to their appointment as a visiting faculty member.

Excluded from the unit are Medical School Faculty; Emeritus Faculty; part-time Adjunct Faculty – less than 75% FTE appointments; Deans, Associate Deans, and Directors; Department Chairpersons; the following four positions in the Bailey-Howe Library – Director of Research Collections, Director of Information and Instruction, Head of Collection Management Systems, and Director of Library Information Systems; Visiting Faculty in the first or second year of an initial appointment who have no prior employment with the University; professional, administrative and technical employees without academic rank; white collar and clerical employees without academic rank; blue collar, maintenance and security employees; and all confidential, supervisory and managerial employees.

Pursuant to the agreement by the parties on the 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 took place on April 17 and 18, 2001, from 8:00 a.m. – 5:00 p.m., in the John Dewey Lounge, Old Mill Building, on the University of Vermont campus. Also, some faculty voted by absentee ballot and Extension Faculty were permitted to vote by mail ballot.

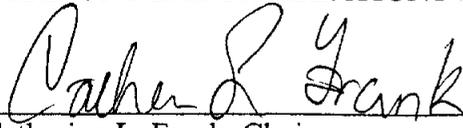
The faculty voting in the election were asked two questions: 1) whether they wish to be in a collective bargaining unit consisting of the above-described employees; and 2) whether they wish to be represented for exclusive bargaining purposes by United Academics-AAUP/AFT. 570 of 613 eligible employees voted. Thirty-three faculty voted by absentee ballot, and 38 Extension Faculty voted by mail ballot. The results on the first question of whether employees wish to be in the above-described collective bargaining unit were: Yes – 301, No – 266, Spoiled Ballots – 3. The results on the second question of whether employees wish to be represented for exclusive bargaining purposes by United Academics-AAUP/AFT were: Yes – 298, No – 269, Spoiled Ballots – 3.

As a result of this election, it is hereby ordered that the United Academics-AAUP/AFT is certified as exclusive bargaining representative at the University of Vermont of faculty in a collective bargaining unit including all full-time (.75 or greater FTE appointments for 9, 10, 11 or 12 months) faculty including faculty holding the ranks of lecturer, instructor, or assistant, associate, and full professor; Extension Faculty holding the ranks of lecturer, instructor, or assistant, associate, and full professor; Clinical Faculty outside of the School of Medicine holding the ranks of lecturer, instructor, or assistant, associate, and full professor; Library Faculty (including the Dana Medical Library) holding the ranks of lecturer, instructor, or assistant, associate, and full professor; Research Faculty holding the ranks of lecturer, instructor, or assistant, associate and full professor; Visiting Faculty holding the ranks of lecturer, instructor, or assistant, associate and full professor who are in a second or subsequent appointment or who are in the third year or more of an initial appointment or who have been employed in any capacity at the University of Vermont prior to their appointment as a visiting faculty member. Excluded from the unit are Medical School Faculty; Emeritus Faculty; part-time Adjunct Faculty – less than 75% FTE appointments; Deans, Associate Deans, and Directors; Department Chairpersons; the following four positions in the Bailey-Howe

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Dated this 3rd day of May, 2001, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD



Catherine L. Frank, Chairperson



Richard W. Park



John J. Zampieri