

VERMONT LABOR RELATIONS BOARD

CHAUFFEURS, TEAMSTERS,	)	
WAREHOUSEMEN, HELPERS	)	
UNION LOCAL 597	)	
	)	
and	)	DOCKET NO. 95-79
	)	
UNIVERSITY OF VERMONT	)	
	)	

ORDER OF CERTIFICATION

On October 20, 1995, the Chauffeurs, Teamsters, Warehousemen, Helpers Union Local 597 ("Union") filed a Petition for Election of Collective Bargaining Representative to represent all police officers employed by the University of Vermont Police Services Department ("Employer").

On November 14, 1995, the Employer responded to the petition and raised questions of unit determination, contending that the proposed unit was not appropriate and that the only appropriate unit was one that included all non-professional staff employees employed by the University of Vermont, excluding supervisory, managerial and confidential employees. Alternatively, the Employer contended that, if the Board determined that a unit of police officers was an appropriate unit, such unit also should include other employees in the Police Services Department.

A hearing was held on December 14, 1995, in the Vermont Labor Relations Board hearing room in Montpelier before Board Members Louis Toepfer, Acting

Chairperson; Leslie Seaver and Carroll Comstock. On March 18, 1996, the Board issued Findings of Fact, Opinion and Order. Therein, the Board determined that a bargaining unit of dispatchers, service officers and police officers employed by the Employer was an appropriate unit.

On April 16, 1996, Linda McIntire, Legal Assistant/Election Officer for the Vermont Labor Relations Board, conducted an election in the Police Services Department conference room, Burlington, Vermont. Roger Barnes, Classification Analyst for the University, observed for the Employer. Police Officer James Phelps observed for the Union. Employees were asked two questions: 1) On Question # 1, employees were asked whether they wished to be included in a collective bargaining unit consisting of all dispatchers, service officers and police officers employed by the University of Vermont Police Services Department; 2) on Question # 2, they were asked whether they wished to be represented for exclusive bargaining purposes by the Chauffeurs, Teamsters, Warehousemen, Helpers Union Local 597. All seventeen eligible voters voted; one employee voted by absentee ballot. The results of the election were:

QUESTION # 1:

Yes	16
No	1

QUESTION # 2:

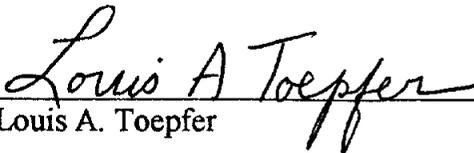
Yes	16
No	1

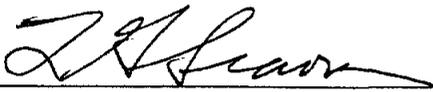
As a result of this election, it is hereby ORDERED that the Chauffeurs,

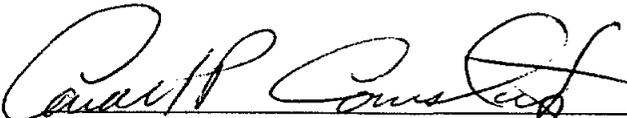
Teamsters, Warehousemen, Helpers Union Local 597 is CERTIFIED as the exclusive bargaining representative of all dispatchers, service officers and police officers employed by the University of Vermont Police Services Department.

Dated this 1<sup>st</sup> day of May, 1996, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

  
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Louis A. Toepfer

  
\_\_\_\_\_  
Leslie G. Seaver

  
\_\_\_\_\_  
Carroll P. Comstock