

FRANK L. BUNTING, CHAIRMAN  
WILLIAM L. HALL  
JOHN C. LAWLOR

EVAN C. ARCHER, JR. ATTORNEY  
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STATE OF VERMONT  
STATE EMPLOYEES LABOR RELATIONS BOARD  
STATE ADMINISTRATION BLDG.  
MONTPELIER  
05602

PETITION FOR ) VERMONT STATE EMPLOYEES  
CERTIFICATION OF FACULTY AT ) LABOR RELATIONS BOARD  
VERMONT STATE COLLEGES ) Docket No. 73-6

CERTIFICATION OF  
AMERICAN FEDERATION OF TEACHERS

Findings of Fact. In reference to the above-captioned matter,  
the State Employees Labor Relations Board find as follows:

1. Pursuant to 3 V.S.A. §941, a petition was filed by representatives of the faculty at Vermont State Colleges requesting certification of a bargaining unit comprised of "full-time teaching faculty and ranked librarians only (excluding the college presidents, deans, business managers, and all non-faculty employees)."
2. Following a hearing on July 9, 1973, this Board determined that the petition should be granted, that the appropriate bargaining unit is "full-time teaching faculty and ranked librarians only (excluding the college presidents, deans, business managers, and all non-faculty employees)," and that a secret ballot election be conducted pursuant to 3 V.S.A. §941.
3. On October 23, 1973, the Board ruled that "division chairmen" were not included in the collective bargaining unit.
4. On November 30, 1973, the Board ruled that "academic division directors", at Castleton State College were not included in the collective bargaining unit.

5. The votes were tallied on December 6, 1973, following elections at Johnson State College on December 3, Lyndon State College on December 4, Castleton State College on December 5, and Vermont Technical College on December 6.

6. The Board has determined that there were 245 persons eligible to vote in the proposed collective bargaining unit.

7. A collective bargaining unit was favored by 175 of 231 persons voting.

8. The results of the election were as follows:

American Federation of Teachers	145
Vermont State Employees Association	31
Intercollegiate Council of the Vermont State College Faculties	19
Other	7
No Collective Bargaining Representative	20
Blank	9

The American Federation of Teachers was favored by 59% of all the employees within the proposed bargaining unit which exceeds the statutory requirement of 51%.

9. Pursuant to the Board's order a tally of the vote was sent to all parties on December 7, 1973, and there has been no objection thereto or to the conduct of the election.

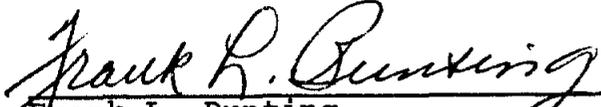
10. All Findings of Fact setforth in Board orders which determined the proposed unit, election procedure and eligibility to vote are incorporated herein by reference.

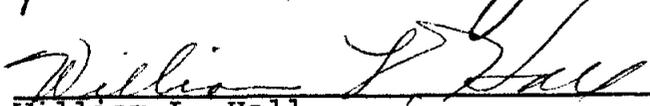
Order.

NOW, THEREFORE, it is ordered, pursuant to 3 V.S.A. §941, that the American Federation of Teachers is hereby certified as

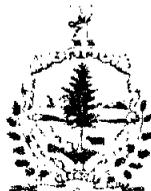
the collective bargaining representative for all "full-time teaching faculty and ranked librarians (excluding the college presidents, deans, business managers, division chairmen, academic division directors at Castleton State College and all non-faculty employees)."

Dated at Montpelier, Vermont this 18th day of December, 1973.

  
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Frank L. Bunting

  
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William L. Hall

  
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John C. Lawlor



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VERMONT STATE COLLEGES )

VERMONT STATE EMPLOYEES  
LABOR RELATIONS BOARD  
DOCKET NO. 73-6

ORDER REGARDING ELIGIBILITY  
TO VOTE AND  
CLARIFICATION OF BOARD'S ORDER

This Order is the result of various questions presented to this Board by representatives of the prospective collective bargaining representatives and the Division Directors at Castleton State College. On November 27, 1973, a hearing on the matters was held in Montpelier, Vermont, at which time prospective bargaining representatives were represented as follows:

Vermont State Employees Association, Daniel Falk;

Intercollegiate Council of the Vermont State  
College Faculties, Roger Brown;

American Federation of Teachers, Philip Hoff, Esq.  
and David Jenkins, Esq.;

Division Directors at Castleton State College,  
Dr. Holman Jordan and Roger Brown;

Vermont State Colleges, Robert W. Eastman, Esq.

In order to expedite receipt of a decision the parties agreed to waive Findings of Fact and Conclusions of Law with the express understanding that they could be requested at a later date, therefore,

this Board, based upon the evidence presented to it at the hearing on this matter on November 27, 1973, hereby orders as follows:

1. Academic Division Directors at Castleton State College (Abraham, Egan, Johnson, Jordan and Shaffert) are hereby excluded from the collective bargaining unit.

2. With respect to the persons whose names were either challenged or to be added to the list the Board rules that the following persons shall be eligible to vote:

Sandra Johnston  
Anne Frye  
Kenneth Raymond  
G. Hawkes  
Larry Myers  
D. Sweetland  
Mrs. Walter Sargent  
Thomas Kent  
Joseph Weeks

The following persons are excluded from the collective bargaining unit as it is presently established:

David French  
Peter Heller  
A. J. Holden  
S. McMillen  
G. Newhall  
Judith Osborne  
D. Young  
Walter Reuling

With respect to Frye and Raymond the Board directs that they be permitted to cast ballots by mail in the manner set forth for those persons on sabbatical leave.

3. The term sabbatical leave is construed to include persons on leave without pay and on leave for advance study loan, therefore, Peter Brown, Graham Newell, B. Campbell, Raymond Pluta, Charles Piazza, Bettina Roulier and Elizabeth Sumner are determined to be

part of the bargaining unit and eligible to vote in accordance with the Board Order regarding persons on sabbatical. Persons on sabbatical leave may vote in person, however, the ballot which was provided to that person by mail must be used.

Dated at Montpelier, Vermont, this 30th day of November, 1973.

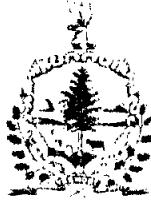
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Frank L. Bunting, Esq.

*William L. Hall*  
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*John C. Lawlor*  
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WILLIAM L. HALL  
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SUPPLEMENTAL ORDER

WHEREAS, with regard to the above-captioned matter it appears that certain persons presently on the faculty at Vermont State Colleges and eligible to vote may due to extraordinary circumstances be unable to vote in person.

NOW, THEREFORE, the Board, orders that persons upon showing good cause will be granted absentee ballots to be exercised in the same manner as those issued to those persons on sabbatical leave.

Dated at Montpelier this 30<sup>th</sup> day of November, 1973.

Frank L. Bunting  
Frank L. Bunting, Esq.

William L. Hall  
William L. Hall

John C. Lawlor  
John C. Lawlor