

VERMONT LABOR RELATIONS BOARD

VERMONT STATE COLLEGES FACULTY)	
FEDERATION, LOCAL 3180, AFT,)	
AFL-CIO)	
)	DOCKET NO. 91-1
and)	
)	
VERMONT STATE COLLEGES)	

ORDER OF CERTIFICATION

On January 7, 1991, the Vermont State Colleges Faculty Federation, Local 3180, AFT, AFL-CIO ("Federation"), filed a Petition for Election of Collective Bargaining Representative with the Vermont Labor Relations Board. The petition sought an election among certain adjunct faculty employed by the Vermont State Colleges ("Colleges").

The Vermont Labor Relations Board, by Findings of Fact, Opinion and Order dated April 4, 1991, determined that adjunct faculty employed by the Colleges who meet the following requirements comprise an appropriate bargaining unit: 1) employed for at least three semesters, or who currently are in their third teaching semester, 2) teach at least six credit hours per academic year, 3) notwithstanding the first two requirements, adjuncts who have not taught during one academic year, past or present, are included in the bargaining unit provided they otherwise regularly teach at least six credit hours per academic year and have been employed for at least three semesters, or who are currently in their third teaching semester; and 4) are not otherwise employed by the Colleges in a full-time position as a manager or administrator.

The Board also ordered the conducting of a secret ballot election, pursuant to 3 VSA §941(e) and (g), to determine whether the above-described adjunct faculty desire to be organized into the above bargaining unit; and to determine whether the above-described adjunct faculty wish to be represented for exclusive bargaining purposes by the Federation or no union. The election was conducted by mail ballot. Employees eligible to vote in this election were those above-described adjunct faculty who taught during the 1990-1991 academic year.

2. The election ballot contained the following two questions:

QUESTION 1:

Do you desire to be in a collective bargaining unit consisting of adjunct faculty employed by the Vermont State Colleges who meet the following requirements: 1) employed for at least three semesters, or who currently are in their third teaching semester, 2) teach at least six credit hours per academic year, 3) notwithstanding the first two requirements, adjuncts who have not taught during one academic year, past or present, are included in the bargaining unit provided they otherwise regularly teach at least six credit hours per academic year and have been employed for at least three semesters, or who are currently in their third teaching semester; and 4) are not otherwise employed by the Colleges in a full-time position as a manager or administrator?

YES / /

NO / /

QUESTION 2:

Do you desire to be represented for exclusive bargaining purposes by:

Vermont State Colleges Faculty Federation,
Local 3180, AFT, AFL-CIO

No Union

The ballots were counted by Timothy Noonan, Board Executive Director, on May 21, 1991, at 9:00 a.m., in the Labor Relations

Board hearing room, 13 Baldwin Street, Montpelier, Vermont. Present during the counting of ballots were Federation representatives Timothy Sturm and Philip Fiermonte. The Colleges had no observer present. Sixty-nine of 87 eligible employees voted. No ballots were challenged.

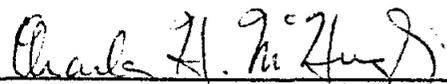
The tally on Question 1 was: Yes - 61, No - 8. The tally on Question 2 was: Vermont State Colleges Faculty Federation, Local 3180, AFT, AFL-CIO - 56, No Union - 13.

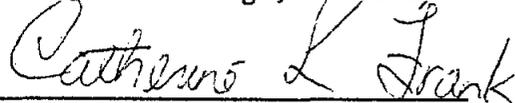
As a result of this election, it is hereby ORDERED:

The Vermont State Colleges Faculty Federation, Local 3180, AFT, AFL-CIO, is certified as the collective bargaining representative of employees in a collective bargaining unit consisting of adjunct faculty employed by the Vermont State Colleges who meet the following requirements: 1) employed for at least three semesters, or who currently are in their third teaching semester, 2) teach at least six credit hours per academic year, 3) notwithstanding the first two requirements, adjuncts who have not taught during one academic year, past or present, are included in the bargaining unit provided they otherwise regularly teach at least six credit hours per academic year and have been employed for at least three semesters, or who are currently in their third teaching semester; and 4) are not otherwise employed by the Colleges in a full-time position as a manager or administrator.

Dated this 4th day of June, 1991, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD


Charles H. McHugh, Chairman


Catherine L. Frank