

VERMONT LABOR RELATIONS BOARD

VERMONT STATE EMPLOYEES'	)	
ASSOCIATION, INC.	)	
	)	
and	)	
	)	
VERMONT STATE COLLEGES STAFF	)	
FEDERATION, AFT LOCAL 4023,	)	DOCKET NO. 93-52
AFL-CIO	)	
	)	
and	)	
	)	
VERMONT STATE COLLEGES	)	

ORDER OF CERTIFICATION

On August 19, 1993, the Vermont State Employees' Association, Inc. ("VSEA") filed a Petition for Election of Collective Bargaining Representative, seeking to represent the Vermont State Colleges employees in the bargaining unit currently represented by Vermont State Colleges Staff Federation, AFT Local 4023, AFL-CIO ("Federation"). The Petition was accompanied by supporting signature cards, signed by not less than 30 percent of the employees in the established bargaining unit, indicating that the employees wished to be represented by VSEA.

In response to the petition, neither the Federation nor Vermont State Colleges ("Employer") alleged that a collective bargaining agreement barred an election. Also, neither the Federation nor the Employer raised questions of unit determination or representation.

On October 1, 1993, the Board issued an Order that set forth the terms and conditions of an election to be conducted on October 26, 1993, from 11:00 a.m. to 1:30 p.m., on each campus of the Vermont State Colleges. The election was conducted among

all full-time, part-time, and limited status non-faculty employees of the Vermont State Colleges (Castleton State College, Johnson State College, Lyndon State College, Vermont Technical College) excluding the Chancellor, College Presidents, Deans, Business Managers, and all management, supervisory, confidential, professional and temporary employees. The employees voted on whether they wished to be represented by the Federation, VSEA, or neither.

Board Member Carroll Comstock conducted the election at Castleton State College; Mary Giordano observed for VSEA, Judith Lavoie observed for the Federation, and Suzanne Taggart observed for the Employer. Linda McIntire, Labor Relations Specialist, conducted the election at Johnson State College; Carol Borst observed for VSEA, Shawn Flood observed for the Federation, and Robert Chamberlain observed for the Employer. Timothy Noonan, Labor Relations Board Executive Director, conducted the election at Lyndon State College; David Sanderson observed for VSEA, Maureen Baxley observed for the Federation, and William Crangle observed for the Employer. Board Chair Charles McHugh conducted the election at Vermont Technical College; Margaret Down observed for VSEA, Rebecca Fernald observed for the Federation, and Ted Stokes and Shawn Butler observed for the Employer.

The Ballots were counted at 4:00 p.m. on October 26, 1993, in the Labor Relations Board hearing room, 13 Baldwin Street, Montpelier, Vermont, by Linda McIntire. The counting of the ballots was observed by Jon Sokolow for VSEA, Judith Lavoie

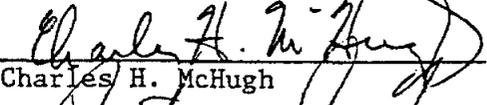
observed for the Federation, and Donna Russo for the Employer. There were no challenges. All parties stipulated that a Johnson State College employee, who was not on the list of eligible voters, was eligible to vote, and her ballot was commingled with the ballots cast. In addition, five absentee ballots were cast. One hundred eighty-seven of the 212 eligible voters voted. The results of the election were:

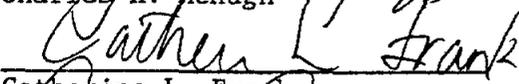
Vermont State College Staff Federation, AFT Local 4023, AFL-CIO	28
Vermont State Employees' Association, Inc (VSEA)	151
Neither	8

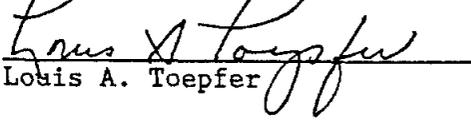
As a result of this election, it is hereby ORDERED that the Vermont State Employees' Association, Inc. is CERTIFIED as the exclusive bargaining representative of all full-time, part-time, and limited status non-faculty employees of the Vermont State Colleges (Castleton State College, Johnson State College, Lyndon State College, Vermont Technical College) excluding the Chancellor, College Presidents, Deans, Business Managers, and all management, supervisory, confidential, professional and temporary employees.

Dated this 12<sup>th</sup> day of November, 1993, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

  
Charles H. McHugh

  
Catherine L. Frank

  
Louis A. Toepfer