

VERMONT LABOR RELATIONS BOARD

VERMONT STATE EMPLOYEES'	)	
ASSOCIATION, Inc.	)	
	)	DOCKET NO. 94-39
and	)	
	)	
VERMONT STATE HOUSING	)	
AUTHORITY	)	

ORDER OF CERTIFICATION

On July 29, 1994, the Vermont State Employees' Association ("VSEA") filed a Petition for Election of Collective Bargaining Representative seeking to represent all nonmanagement employees of the Vermont State Housing Authority ("Employer"), excluding the Executive Director's Secretary and the Administrative Secretary. At the time of the filing of the petition, the involved employees were represented by the Vermont State Housing Authority Staff Federation, Local #4003, VFT, AFT-NNEC ("Federation"), pursuant to Orders of Certification issued by the Labor Relations Board on September 6, 1979 (Docket No. 79-52S), and September 17, 1981 (Docket No. 81-34). 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 they wished to be represented by VSEA.

The Federation notified the Labor Relations Board on August 17, 1994, that the Federation disclaimed any interest in remaining the representative of the employees. The Employer filed responses to the petition on August 17 and 23, 1994, and raised no questions of unit determination or representation. The Employer also agreed that there was no bar to an election in that the petition was filed with the Board no more than 90 days, and not less than 60 days, prior to the expiration date of the

collective bargaining agreement in effect between the Federation and the Employer, as required by Section 33.2 of the Board Rules of Practice.

Linda McIntire, Labor Relations Specialist for the Board, conducted an election among employees in the bargaining unit on September 8, 1994, in the conference room of the Vermont State Housing Authority, Montpelier, Vermont. Steven Janson, VSEA Director of Field Services, was present as an observer for the VSEA. The Employer did not have an observer for the election; Arlene Boileau, Executive Assistant, observed the counting of the ballots for the Employer. Employees were asked if they wished to be represented for exclusive bargaining purposes by the Vermont State Employees' Association, Inc. Thirty-three of the thirty-four eligible employees voted. Five absentee ballots were cast. The results of the election were:

Yes	32
No	0
Spoiled	1

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 nonmanagement employees of the Vermont State Housing Authority, excluding the Executive Director's Secretary and the Administrative Secretary.

Dated this 27th day of September, 1994, at Montpelier, Vermont.

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By: Charles H. McHugh  
Charles H. McHugh, Chairman