

VLRB Training Sessions

The following training sessions offered by the Vermont Labor Relations Board are designed to provide labor relations practitioners with a working knowledge of substantive law as well as practice and procedure. Board Executive Director Timothy Noonan will be the trainer. The sessions will be held in the Labor Relations Board hearing room, 13 Baldwin Street, Montpelier. The training sessions are:

Presenting Unit Determination/Representation Cases to the Vermont Labor Relations Board, November 29, 2016, 9:15 a.m. – 4:00 p.m. – Case law precedents in unit determination/representation cases, and practices and procedures before the Vermont Labor Relations Board in these types of cases, will be addressed. Among the topics covered in the session will be representation election petitions, exclusions from bargaining units due to supervisory or confidential designations, appropriate bargaining units, elections, and unit clarifications.

Presenting Unfair Labor Practice Cases to the Vermont Labor Relations Board, December 6, 2016, 9:15 a.m. – 4:00 p.m. – Case law precedents in unfair labor practice cases, and practices and procedures before the Vermont Labor Relations Board in these types of cases, will be addressed. Among the topics covered in the session will be refusal to bargain in good faith/unilateral change cases, discrimination due to union activities, interference with employee rights, union representation at meeting which may lead to discipline, duty of fair representation, and discrimination based on sex, race, national origin and other characteristics.

Dealing with Discipline and Other Difficult Issues in Administering Contracts, December 13, 2016 9:15 a.m. – 4:00 p.m., and December 20, 2016, 9:15 a.m. – 4:00 p.m. (Select one of the two dates. Two dates are being offered due to the past popularity of this session) – Difficult substantive and procedural issues that arise in administering collective bargaining contracts will be the focus of this training session. Grievances will be discussed generally, including standards that apply to grievances, timeliness requirements and principles of contract construction. Substantial time will be devoted to dismissals and lesser disciplinary actions. Due process considerations, such as right to union representation at a meeting that may lead to discipline and right to a pre-termination hearing, will be addressed, as well as substantive just cause standards in discipline cases. Among the other topics covered in the session will be protected activity and discrimination claims in grievances, resignations and performance evaluations. Case law precedents from Vermont Labor Relations Board grievance decisions, court decisions and arbitration decisions will be addressed.

REGISTRATION FORM - Vermont Labor Relations Board 2016 Training Sessions

Name: _____ e-mail: _____

Organization: _____

Address: _____

_____ I would like to attend the November 29, 2016, **Presenting Unit Determination/Representation Cases to the VLRB** session. There is a \$25 registration fee for this session, which includes a catered lunch and training booklet.

_____ I would like to attend the December 6, 2016, **Presenting Unfair Labor Practice Cases to the VLRB** session. There is a \$25 registration fee for this session, which includes a catered lunch and training booklet.

_____ I would like to attend the December 13, 2016, **Dealing With Discipline and Other Difficult Issues in Administering Contracts** training session. There is a \$25 registration fee for this session, which includes a catered lunch and a training booklet.

_____ I would like to attend the December 20, 2016, **Dealing With Discipline and Other Difficult Issues in Administering Contracts** training session. There is a \$25 registration fee for this session, which includes a catered lunch and a training booklet.

Make \$25, \$50, or \$75 check, as applicable, payable to: Vermont Labor Relations Board (note: State agencies can make payment by processing an interunit transfer to BU 01270). Mail to: Vermont Labor Relations Board, 133 State Street, Montpelier, VT 05633-6101. You must register for the November 29 training session by November 23. You must register for the December 6 training session by December 1. You must register for the December 13 training session by December 8. You must register for the December 20 training session by December 15. If you have any questions, contact the VLRB at (802) 828-2700.