

Minutes of September 21, 2017, Meeting of the Vermont Labor Relations Board

The meeting convened at 9:30 a.m. in the Vermont Labor Relations Board Hearing Room located at 13 Baldwin Street in Montpelier. Present were Chairperson Gary Karnedy and Members Jim Kiehle, Richard Park, Alan Willard, Robert Greemore and Edward Clark. Also present were Executive Director Timothy Noonan and Clerk Melinda Moz-Knight.

Board Update

Mr. Karnedy has recused himself from all municipal matters for the past several months. He has delegated Mr. Park to sign orders certifying results of municipal elections and dismissing municipal cases that have been withdrawn.

Caseload Status Report:

Mr. Noonan provided a caseload status report. He reported that case filings have been slightly below average this year and we have closed an above average number of cases. The Board has 17 open cases with only 5 cases being open longer than 4 months.

Board Assignments

January 4-Park, Willard and Kiehle
January 11-Greemore, Willard and Clark
January 18-Greemore, Karnedy and Clark
January 31-Karnedy, Greemore and Kiehle
February 1-Karnedy, Greemore and Kiehle
February 8-Park, Willard and Kiehle
February 15-Park, Karnedy and Clark
March 1-Park, Clark and Willard
March 8-Park, Willard and Clark
March 15-Karnedy, Clark and Greemore
March 29-Park, Karnedy and Clark

Budget Report:

Mr. Noonan discussed our budget and responded to questions.

Report on Labor Relations Developments:

The Board discussed the current teacher negotiations as well as recent union representation election petitions involving municipal employees.

Conferences and Training Sessions:

Mr. Noonan reported that the New England Consortium of State Labor Relations Agencies (NECSLRA) will not hold a conference this year as the 2018 Association of Labor Relations

Agencies annual conference will be held in Boston, Massachusetts, and the Consortium will be supporting the ALRA Conference. He also indicated he was elected Consortium Executive Director last weekend at a Consortium meeting in Boston.

Mr. Noonan indicated he will be conducting the three annual training sessions he does in November or December. The Board began discussion on hosting a conference or seminar in Fall 2018.

Expansion of Training and Educational Services

The Board agreed to conduct a training on ethics with a focus on how this plays out in labor relations. Mr. Noonan and Mr. Karnedy are going to work on this together.

Mr. Noonan brought up the idea of holding a half-day training for municipal managers and municipal union representatives covering basic information they should have in addressing issues which most commonly arise under the Municipal Employee Relations Act. The Board agreed to move ahead with this training and offer it in various locations in the state.

Possible Changes in Practices and Procedures:

The Board discussed whether or not electronic filings were acceptable. It was decided that for the purposes of meeting a deadline an electronic filing for non-pleading matters by the close of business that day was acceptable but it needed to be followed up with a hard copy.

Mr. Park brought up the suggestion that it may make sense to let a pro-se know that they can have a trusted friend, colleague or spouse ask them questions when they are the witness. It was suggested that Mr. Noonan do this during a pre-hearing meeting between the parties.

The option of suggesting that a mediation happen after the hearing was brought up and discussed.

The public meeting adjourned at approximately 1:00 p.m.

Respectfully submitted,

/s/ Melinda Moz-Knight