

VERMONT LABOR RELATIONS BOARD

AFSCME COUNCIL 93)	
)	
AND)	DOCKET NO. 24-06
)	
TOWN OF CHARLOTTE)	
)	

ORDER OF CERTIFICATION

AFSCME Council 93 (“AFSCME”) filed a Petition for Election of Collective Bargaining Representative with the Vermont Labor Relations Board (“Board”), seeking to become the exclusive bargaining representative of the following ten non-management/non-supervisory positions employed by the Town of Charlotte:

Technology Librarian/Assistant Director of Programs & Promotions, Town Planner, Zoning Administrator/Health Officer, Planning & Zoning Assistant, Youth Services Librarian/Assistant Library Director, Cataloging Librarian, Interlibrary Loan Coordinator/Local History Curator, Assistant Town Clerk, Circulation Librarian, Volunteer Coordinator/Senior Center.

On April 24, 2024, the Town of Charlotte Selectboard filed an Objection to the proposed bargaining unit. The Town objected to the inclusion of the library employees because these employees are managed by the Board of Trustees of the Charlotte Library, which is a distinct and separate legislative body. 22 V.S.A. § 143. The Town also objected to the inclusion of the Assistant Town Clerk position in the unit because that position is appointed by the Town Clerk for a specific term of three years. The Town also objected to the inclusion of the Health Officer.

The Parties requested a continuance of a unit determination hearing in an attempt to try to resolve their differences. Thereafter, the parties agreed to the inclusion of the Assistant Town Clerk and Zoning Administrator, with the understanding that any collective bargaining

agreement would recognize term limits. The parties agreed that the Health Officer position should be excluded from the unit.

The remaining issue in controversy was the inclusion of the non-director library positions. The parties filed stipulated facts and briefs on the issue on July 19, 2024.

On September 5, 2024, the Board issued its order ruling that the Town was the employer of the following appropriate unit:

Assistant Town Clerk, Zoning Administrator, Town Planner, Planning and Zoning Assistant, Volunteer Coordinator-Senior Center, Youth Services Librarian/Assistant Library Director, Cataloging Librarian, Interlibrary Loan Coordinator/Local History Curator, Circulation Librarian, and Technology Librarian/Assistant Director of Programs and Promotions.¹

On September 25, 2024, the Vermont Labor Relations Board conducted a secret ballot election, pursuant to 21 V.S.A. § 1724 (e), from 12:00 p.m. until 2:00 p.m., among the eligible employees listed above.

Board Agent Judith L. Dillon, Esq., conducted the election. Kristin Warner was present as an observer for the Union, AFSCME Council 94. Nathaniel Bareham was present as an observer for the Town.

The employees voting in the election were asked whether they wished to be represented for exclusive bargaining purposes by the AFSCME Council 93?

Ten (10) of the ten (10) eligible employees voted in the election.

Nine (9) voted in the affirmative to the question.

One (1) voted in the negative to the question.

¹ On September 12, 2024, the Board issued an Amended Order to correct the inadvertent omission of a position to be included in the eligible unit, Technology Librarian/Assistant Director of Programs and Promotions.

As a result of this election, it is ordered that AFSCME Council 93 is certified as the exclusive bargaining representative for the following non-management/non-supervisory positions employed by the Town of Charlotte: Assistant Town Clerk, Zoning Administrator, Town Planner, Planning and Zoning Assistant, Volunteer Coordinator-Senior Center, Youth Services Librarian/Assistant Library Director, Cataloging Librarian, Interlibrary Loan Coordinator/Local History Curator, Circulation Librarian, and Technology Librarian/Assistant Director of Programs and Promotions.

Dated this 11th day of October 2024, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

/s/ Robert Greemore

By:

Robert Greemore