

1967 - 1976

The State Labor Relations Board was created in 1967 to administer the State Labor Relations Act (“SLRA”).¹ The State Employees Labor Relations Board was created in 1969 to administer the State Employees Labor Relations Act (“SELRA”).² During the period from 1969 and 1976, this two-board structure continued in Vermont. When the Municipal Employee Relations Act became effective in 1973, the State Labor Relations Board was designated to administer it.³

In the period immediately after SLRA was enacted, the workload of the three-member State Labor Relations Board was light and mostly involved handling petitions filed by unions to represent employees of municipalities even though SLRA was enacted to cover private sector employees who were not under the jurisdiction of the National Labor Relations Act. There were few petitions filed to represent employees of private employers.⁴ The Board indicated in 1969 that its workload was insufficient to employ any staff.⁵ Donald O’Brien of Burlington was Chairman of the Board from 1967-1976.

In the first year of its existence, the State Employees Labor Relations Board handled five unit determination/representation petitions, six grievances and no unfair labor practice charges. In its first Annual Report, the Board indicated that the sections of SELRA pertaining to the filing of grievances “were unclear and created uncertainty in resolving problems” because “grievance” was not defined by the Act. The Board recommended that SELRA be amended to define “grievance”.⁶ The Act

¹ Act No. 198; 21 V.S.A. §§1521-1623.

² Act No. 113; 3 V.S.A. §§901-1005.

³ Act No. 111; 21 V.S.A. §§1721-1735.

⁴ January 17, 1969 Annual Report of State Labor Relations Board; Act No. 71 (1967), 21 V.S.A. Section 1502(7).

⁵ Id.

⁶ 1969 Annual Report, State Employees Labor Relations Board.

subsequently was amended in 1972 to provide a definition of “grievance”.⁷ During the seven years of its existence from 1969-1976, the three-member board had four chairmen: John Lawlor of Bellows Falls, Charles Shea of South Burlington, Frank Bunting of Brandon and Peter Monte of Northfield. The Board had no staff and retained attorneys as needed for legal services.

⁷ Act No. 193 (1971 Adj. Sess.), 3 V.S.A. §902(14).