

### Draft Minutes of April 26, 2023, Meeting of the Vermont Labor Relations Board

The Vermont Labor Relations Board conducted a meeting of the entire Board on April 26, 2023, beginning at 9:15 a.m. All Board members attended the meeting in person. Also present were Executive Director Judith L. Dillon and Clerk Melinda Moz-Knight.

#### Review and approve Board Meeting Minutes for January 24<sup>th</sup>, 2023

Roger Donegan moved to approve the meeting minutes. David Boulanger seconded the motion. The January meeting minutes were approved without any changes.

#### Review Hearing Modes

The Board reviewed the two recent in-person hearings and discussed the advantages of in-person and remote hearings. The discussion included concerns about ambient noise from the vents, the need to amplify voices in the room, the possibility of adding a third spider receiver, and a second Yealink speaker. The Board decided that in-person hearings should be the default, but that the parties could opt out for remote hearings. For remote hearings, the Board discussed the need for formality or ways to maximize the audio and presentation of the witnesses. The Executive Director will remind counsel and pro se parties that remote hearings are still part of a formal hearing process and people should be in a fixed location, preferably not a car or reclining chair.

#### ALRA Conference, July 15-18, 2023

The conference will take place in Vancouver, British Columbia. Five Board members, and the Executive Director expressed interest in attending. Board members will purchase airline tickets and seek reimbursement. Board staff will make arrangements for registration and hotel rooms. The Clerk will investigate ground transportation options.

#### Publications:

The Board discussed whether to continue to publish hard copies of its volume of decisions and Guide to Vermont Labor Relations Statutes. The information contained in the Guide and bound volumes is located on the website. Orders for hard copy volumes have decreased over the years. Pro se litigants are provided links to relevant pages on the Board's website. Roger Donegan made a motion to discontinue the publication of hard copies of both publications, David Boulanger made a friendly amendment to the motion that it is conditional on public reaction to discontinuing publications. Michelle Phelps seconded the motion. The motion with the amendment passed.

#### Legislation:

The Board discussed two bills introduced in the legislature, S. 102, and S. 103. S. 102 would change the rules regarding the requirements for conducting elections when more than 50% of workers in a unit expressed interest in having the petitioning union represent them. S-103 proposes changes to employment law including changes to the standards applicable for sexual harassment.

S. 103 has passed the Senate and is being reviewed by the House Committee on General Affairs.

Per Diems:

The Legislature did not approve our request to increase the per diems for Board Members, resulting in a decrease of \$2342 of our approved budget.

Richard Park's celebration:

We are planning on having a celebration for Richard Park in June.

Case status:

Seventeen new matters have been filed since the beginning of the year 2023. One of those cases closed because of a settlement. Including the sixteen cases pending from the beginning of 2023, there are 43 open cases.

Reporting:

Mr. Greemore requested that a budget status report be included as an Agenda item at all Board meetings.

He also wanted to discuss reporting requirements for caseload information. This reporting would provide applicable points along a case chronology for deadlines, events, or work product/decisions.

The next Board meeting will be held on August 31, 2023.

The meeting went into Deliberative Session at 1:20 p.m. to discuss personnel matters.

The Board came out of Deliberative Session at 1:30 p.m. and the meeting was adjourned.

Respectfully Submitted  
/s/ Melinda Moz-Knight