

Minutes of April 7, 2022, Meeting of the Vermont Labor Relations Board

The Vermont Labor Relations Board conducted a hybrid meeting via Microsoft Teams of the entire Board on April 7, 2022, beginning at 9:00 a.m. Present in the VLRB hearing room at room 315, 6 Baldwin Street were Board Chair Richard Park and Board Members David Boulanger and Karen Saudek. Also present in the room were Executive Director Judith Dillon and Clerk Melinda Moz-Knight. Present through Microsoft Teams were Board Members Roger Donegan, Robert Greemore, and Alan Willard.

Review Hearing Policy in Light of COVID-19

The Board reviewed the changing policies regarding mitigation of COVID-19 of other tribunals and public bodies including the Vermont Judiciary, Vermont Public Utility Commission, Vermont Legislature, and Vermont Department of Human Resource. The Board decided to begin holding in-person hearings. The Board also decided, however, that if both parties wanted a virtual hearing, the hearing would be virtual. If the parties disagreed, then the default would be to hold the hearing in person with parties and witnesses having the opportunity to participate remotely. A Microsoft TEAMS link would be provided for all hearings to facilitate remote participation and to allow ease of public access.

Board Meeting Minutes

Executive Director Dillon discussed the procedure for approving Board meeting minutes. In the future a draft of the minutes will be posted on the website after the Board meeting. The meeting minutes will be provided to the Board members. At the next meeting the first order of business will be review and approval of minutes. The minutes as adopted will be placed on the website and the draft minutes removed.

Possible Topics for Future Board Training

The idea of having full day Board meetings to include afternoon trainings was discussed. Future topics for trainings included hearsay, direct and cross-examination of witnesses, burden shifting in discrimination cases, and best evidence. Board members will e-mail Executive Director Dillon with other ideas. The next Board meeting will include an afternoon training on presentation of witnesses, best evidence, and possibly hearsay.

VLRB Budget Update

Clerk Moz-Knight told the Board that we were in good financial standing for fiscal year 22. Our large yearly costs have been paid and we are waiting for the next round of invoices for our monthly costs.

Case Update/Case Status Report

We have thirty-six open cases. Fourteen of the open cases have been filed since the last Board meeting in January. We have three election petitions, ten unfair labor practice cases, and twenty-three grievances.

Board Member Assignments for Hearings

July 28: Park, Saudek, Boulanger
August 4: Park, Willard, Donegan
August 18: Greemore, Saudek, Boulanger
September 1: Park, Willard, Donegan
September 8: Greemore, Willard, Boulanger
September 15: Park, Willard, Donegan
September 22: Greemore, Saudek, Boulanger
September 29: Park, Saudek, Donegan
October 13: Greemore, Willard, Boulanger
October 20: Greemore, Saudek, Donegan
October 27: Park, Willard, Boulanger

The next full Board meeting will be on July 21, 2022.

The public meeting adjourned at approximately noon.

April 11, 2022

Respectfully Submitted
/s/ Melinda Moz-Knight

The Board unanimously approved the meeting minutes at the August 18, 2022, Board meeting