

VERMONT LABOR RELATIONS BOARD

IBEW LOCAL 300)	
)	
and)	DOCKET NO. 00-49
)	
TOWN OF STOWE)	

ORDER OF CERTIFICATION

On July 25, 2000, IBEW Local 300 ("Union") filed a Petition for Election of Collective Bargaining Representative to represent for exclusive bargaining purposes certain employees employed by the Town of Stowe ("Employer").

On August 17, 2000, the Employer responded to the petition and raised various questions of unit determination. Subsequently, the parties reached agreement on several of the unit determination issues but continued to disagree on two issues. The Employer contended that the Electric Department employees should not be included in the same bargaining unit as the other Town employees the Union was seeking to represent. The Employer also contended that it would not be appropriate to include the Zoning Administrator in the proposed bargaining unit. The Labor Relations Board conducted a hearing on these two issues on September 21, 2000.

On November 2, 2000, the Board determined that the Electric Department employees should be placed in a separate bargaining unit from the other employees and ordered an election among all employees of the Town of Stowe Electric Department, excluding the General Manager, Foreman and Administrative Assistant. On November 9, 2000, the parties agreed to exclude the Electric Department Controller from the bargaining unit of Electric Department employees. The Board also determined in the

November 2 decision that the Zoning Administrator is eligible to be included in a bargaining unit represented by the Union. The Board ordered an election among the following employees: all Highway Department employees, water employees, waste water employees, library employees, rescue employees, planning and zoning employees, custodial workers and assessors employed by the Town of Stowe, excluding the Highway Superintendent, Public Works Director, Executive Secretaries, Waste Water Plant Superintendent, Fire Chief, Controller, Library Director, Planning Director, and Planning and Zoning Secretary. 23 VLRB 264.

On November 28, 2000, Vermont Labor Relations Board Election Officer Linda P. McIntire conducted elections for employees in both bargaining units in the Fire-Rescue Building in Stowe, Vermont. Zoning Administrator Darrow Mansfield observed for the Union; the Employer did not have an observer. Three non-Electric Department employees voted by absentee ballot. Employees were asked if they wished to be represented for exclusive bargaining purposes by IBEW Local 300. The results of the election were:

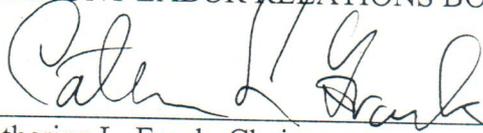
<u>Electric Department employees</u>		<u>Other Town employees</u>	
Yes	5	Yes	15
No	3	No	8

As a result of the election among Electric Department employees, it is ORDERED that IBEW Local 300 is CERTIFIED as the exclusive bargaining representative of all employees of the Town of Stowe Electric Department, excluding the General Manager, Foreman, Administrative Assistant and Controller.

As a result of the election among other Town employees, it is ORDERED that IBEW Local 300 is CERTIFIED as the exclusive bargaining representative of all Highway Department employees, water employees, waste water employees, library employees, rescue employees, planning and zoning employees, custodial workers and assessors employed by the Town of Stowe, excluding the Highway Superintendent, Public Works Director, Executive Secretaries, Waste Water Plant Superintendent, Fire Chief, Controller, Library Director, Planning Director, and Planning and Zoning Secretary.

Dated this 14th day of December, 2000, at Montpelier, Vermont.

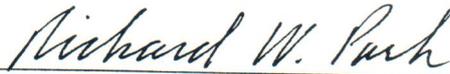
VERMONT LABOR RELATIONS BOARD



Catherine L. Frank, Chairperson

/s/ Carroll P. Comstock

Carroll P. Comstock



Richard W. Park