

VERMONT LABOR RELATIONS BOARD

SOUTH BURLINGTON CITY HALL &)
PUBLIC WORKS EMPLOYEES)
ASSOCIATION)

and)

SOUTH BURLINGTON WATER)
POLLUTION CONTROL EMPLOYEES)
ASSOCIATION)

and)

CITY OF SOUTH BURLINGTON)

DOCKET NO. 14-59

ORDER

Whereas, the South Burlington Water Pollution Control Employees Association (“SBWPCEA”) is the exclusive bargaining representative of all eligible employees of the South Burlington Water Pollution Control Department and was so certified by the Vermont Labor Relations Board on September 4, 1986; and

Whereas, the South Burlington City Hall & Public Works Employees Association (“SBCH&PWEA”) is the exclusive bargaining representative of all eligible employees of South Burlington City Hall and the South Burlington Public Works Department and was so certified by the Vermont Labor Relations Board on July 28, 2006, and July 18, 2007; and

Whereas, both Associations have taken a vote of their memberships and the members of both Associations have unanimously approved the merger of the SBWPCEA with the SBCH&PWEA; and

Whereas, the City of South Burlington and the SBWPCEA are parties to a collective bargaining agreement with a term ending June 30, 2015; and

Whereas, the City of South Burlington and the SBCH&PWEA are parties to a collective bargaining agreement with a term ending June 30, 2015; and

Whereas, the SBWPCEA, SBCH&PWEA and City of South Burlington filed an amended stipulation with the Labor Relations Board on October 2, 2014, a copy of which is attached hereto and incorporated herein, which provides: 1) the employees in the bargaining unit represented by the SBWPCEA and the employees in the bargaining unit represented by the SBCH&PWEA share similar interests, needs and general conditions of employment and will be combined into one bargaining unit represented by the merged SBCH&PWEA; 2) the parties have no knowledge of any other employee organization seeking to represent these employees; 3) the current SBWPCEA collective bargaining agreement shall remain in full effect with the proviso that wherever the agreement refers to the SBWPCEA or Association, those references shall be deemed to refer to the SBCH&PWEA; 4) the current SBCH&PWEA collective bargaining agreement shall remain in full effect until the parties notify a successor collective bargaining agreement; 5) the City of South Burlington and the SBCH&PWEA shall engage in negotiations for a collective bargaining agreement to cover employees in the one merged bargaining unit to succeed the two existing agreements; and 6) the Labor Relations Board may issue an amended order certifying the SBCH&PWEA as the exclusive bargaining representative of all eligible employees in South Burlington City Hall, the South Burlington Department of Public Works, and the South Burlington Water Pollution Control Department:

It is ordered:

- 1) The employees in the bargaining unit represented by the South Burlington Water Pollution Control Employees Association and the employees in the bargaining unit represented by the South Burlington City Hall & Public Works Employees

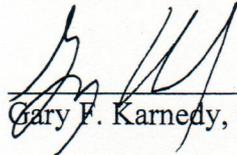
Association shall be combined into one bargaining unit represented by the merged South Burlington City Hall & Public Works Employees Association;

- 2) The existing orders of certification of the South Burlington Water Pollution Control Employees Association and the South Burlington City Hall & Public Works Employees Association are amended to provide that the South Burlington City Hall & Public Works Employees Association is certified as the exclusive bargaining representative of all eligible employees in South Burlington City Hall, the South Burlington Department of Public Works, and the South Burlington Water Pollution Control Department:
- 3) The current South Burlington Water Pollution Control Employees Association collective bargaining agreement shall remain in full effect with the proviso that wherever the agreement refers to the South Burlington Water Pollution Control Employees Association or the Association, those references shall be deemed to refer to the South Burlington City Hall & Public Works Employees Association;
- 4) The current South Burlington City Hall & Public Works Employees Association collective bargaining agreement shall remain in full effect until the parties notify a successor collective bargaining agreement; and
- 5) The City of South Burlington and the South Burlington City Hall & Public Works Employees Association shall engage in negotiations for a collective bargaining

agreement to cover employees in the one merged bargaining unit to succeed the two existing agreements with an anticipated beginning effective date of July 1, 2015.

Dated this 3rd day of October, 2014, at Montpelier, Vermont.

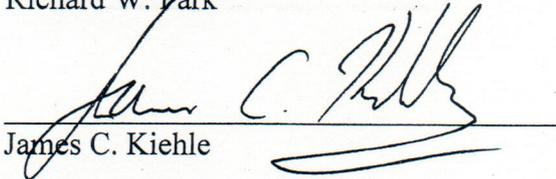
VERMONT LABOR RELATIONS BOARD



Gary F. Karnedy, Chairperson



Richard W. Park



James C. Kiehle