

VERMONT LABOR RELATIONS BOARD

TEAMSTERS LOCAL 597)	
)	
and)	DOCKET NO. 19-08
)	
UNIVERSITY OF VERMONT)	

ORDER

On February 14, 2019, Teamsters Local 597 filed a Petition for Election of Collective Bargaining Representative, seeking to represent the sergeants of the University of Vermont Police Services Department. On March 6, 2019, the University of Vermont filed a response to the petition, raising a question of unit determination. The University objected to a bargaining unit composed of the sergeants, contending that, if the sergeants desire to be represented, they should be added to the existing unit of all full-time and regular part-time police officers, service officers and dispatchers employed by the University.

On April 1, 2019, the parties agreed that it is appropriate to add the police sergeants to the existing bargaining unit of all full-time and regular part-time police officers, service officers and dispatchers employed by the University, subject to a unit determination and representation election to be conducted by the Labor Relations Board.

Labor Relations Board Executive Director Timothy Noonan conducted a secret ballot election on April 26, 2019, from 4 p.m. to 6 p.m., in the conference room of the University of Vermont Police Services Department, 284 East Avenue, Burlington, Vermont. Mary Brodsky, Labor and Employee Relations Director, was present as an observer for the University. Teamsters Local 597 had no observer present during balloting. Jennifer Norton-Magnan observed the counting of ballots for the Union.

The purpose of the election was: 1) to determine whether the police sergeants, all full-time and regular part-time police officers, service officers and dispatchers employed by the University of Vermont Police Services Department wish to be organized into a collective bargaining unit, and 2) to determine whether the police sergeants wish to be represented for exclusive bargaining purposes by Teamsters Local 597. 10 of the 20 employees in the existing bargaining unit of all full-time and regular part-time police officers, service officers and dispatchers voted in the election. All five eligible police sergeants voted.

The ballots of police sergeants were counted separately from the ballots of employees in the existing bargaining unit, Employees in the existing unit voted 10 – 0, and the sergeants voted 5 – 0, to be organized in a collective bargaining unit consisting of sergeants, all full-time and regular part-time police officers, service officers and dispatchers. The sergeants voted 5 – 0 to be represented for exclusive bargaining purposes by Teamsters Local 597.

As a result of this election, it is ordered:

1. Teamsters Local 597 is certified as the exclusive bargaining representative of the police sergeants employed by the University of Vermont Police Services Department;
and
2. The police sergeants are added to the existing bargaining unit represented by Teamsters Local 597 of all full-time and regular part-time police officers, service officers and dispatchers of the University of Vermont Police Services Department.

Dated this 13th day of May, 2019, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

By: /s/ Richard W. Park
Richard W. Park, Chairperson