

VERMONT LABOR RELATIONS BOARD

SHELBURNE POLICE)
EMPLOYEE'S ASSOCIATION)

and)

TOWN OF SHELBURNE)

DOCKET NO. 90-65

ORDER OF CERTIFICATION

On October 9, 1990, the Shelburne Police Employee's Association ("Association") filed a Petition for Election of Collective Bargaining Representative, requesting an election among full-time police officers, corporals and dispatchers employed by the Town of Shelburne Police Department ("Employer"). In a response filed November 1, 1990, the Employer raised a question of unit determination, contending that the appropriate bargaining unit consisted of the corporal, full-time and part-time police officers and full-time and part-time dispatchers.

Subsequently, the Association and the Employer agreed to the conducting of a consent election among the following employees to determine whether they wished to be represented by the Association or no union: the corporal, the full-time police officers and dispatchers, and the part-time police officers and dispatchers who work a minimum of 69 hours per month or 832 hours per year, excluding the administrative assistant to the police chief, employed by the Employer. Pursuant to the agreement of the parties, the eligibility of part-time police officers and dispatchers to vote in the election was determined on the basis of hours worked during the period January 1, 1990 - December 31, 1990.

Timothy Noonan, Board Executive Director, conducted an election on March 19, 1991, in the Town Meeting Room, Town Hall, Shelburne, Vermont. Linda Wohl, Administrative Assistant to the Town Manager,

observed for the Employer. The Association had no observer. Seven of eight eligible employees voted, including two employees whom voted by absentee ballot. The results of the election were:

Shelburne Police Employee's Association	7
No Union	0

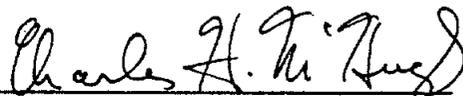
As a result of this election, it is hereby ORDERED:

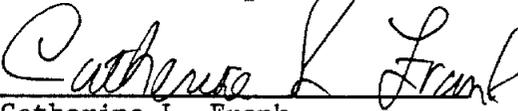
1. The Shelburne Police Employee's Association is CERTIFIED as the exclusive bargaining representative of the corporal, the full-time police officers and dispatchers, and the part-time police officers and dispatchers who work a minimum of 69 hours per month or 832 hours per year, excluding the administrative assistant to the police chief, employed by the Shelburne Police Department; and

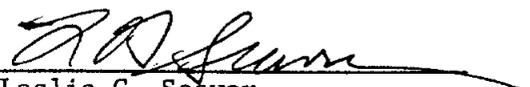
2. Pursuant to an agreement reached by the Shelburne Police Employee's Association and the Town of Shelburne, the following provisions apply to the eligibility of the above described part-time employees to be included in the bargaining unit represented by the Association: 1) the eligibility of part-time employees at present shall be determined on the basis of hours worked during the period beginning January 1, 1990, and ending December 31, 1990; 2) the eligibility of newly hired part-time employees for inclusion in the bargaining unit shall be determined on the basis of hours worked during the employee's probationary period; and 3) the eligibility of all part-time employees shall be redetermined annually, on July 1, on the basis of hours worked during the preceding 12 months, except that the eligibility of all employees shall also be redetermined on December 31, 1991, on the basis of hours worked during the preceding 12 months.

Dated this 4th day of April, 1991, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD


Charles H. McHugh, Chairman


Catherine L. Frank


Leslie G. Seaver