

VERMONT LABOR RELATIONS BOARD

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| IBEW LOCAL 300 |) | |
| |) | |
| and |) | DOCKET NO. 94-10 |
| |) | |
| TOWN AND VILLAGE |) | |
| LUDLOW |) | |

ORDER OF CERTIFICATION

On February 28, 1994, IBEW Local 300 ("Union") filed a Petition for Election of Collective Bargaining Representative seeking an election among all police officers and communications technicians (dispatchers) employed by the Town and Village of Ludlow ("Employer"). The Employer responded to the petition on March 16, 1994, and raised a unit determination question by contending that dispatchers and police officers should not be included in the same unit.

On April 14, 1994, the Union amended and clarified its petition to include all full time police officers and communication technicians (dispatchers) employed by the Employer. The Employer withdrew its objection to including dispatchers and police officers in the same bargaining unit and agreed to the conducting of an election among the employees of the unit as proposed by the Union in its amended petition.

Linda McIntire, Labor Relations Specialist, conducted an election on April 26, 1994, in the new conference room of the municipal building in Ludlow, Vermont. Andrew Lavallee, Assistant Business Manager, observed for the Union. The Employer had no observer. Town Manager Paul Hughes observed the

counting of the ballots for the Employer. All four of the eligible employees voted. Employees were asked if they wished to be represented for exclusive bargaining purposes by IBEW Local 300. The results of the election were:

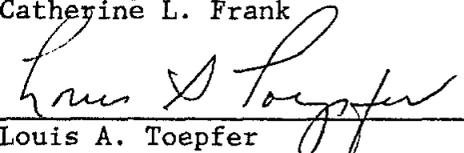
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|-----|---|
| Yes | 4 |
| No | 0 |

As a result of this election, it is hereby ORDERED that IBEW Local 300 is CERTIFIED as the exclusive bargaining representative of all full time police officers and communications technicians (dispatchers) employed by the Town and Village of Ludlow.

Dated this 14th day of May, 1994, at Montpelier, Vermont.

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Catherine L. Frank


Louis A. Toepfer


Leslie G. Seaver