

VERMONT LABOR RELATIONS BOARD

LOCAL 1369, AFSCME,)	
AFL-CIO)	
)	
and)	DOCKET NO. 91-63
)	
KELLOGG-HUBBARD LIBRARY)	

ORDER OF CERTIFICATION

On October 17, 1991, Local 1369, AFSCME, AFL-CIO ("Union") filed a petition for Election of Collective Bargaining Representative, requesting an election among the bookkeeper, custodians and librarians, excluding the Library Director, employed by the Kellogg-Hubbard Library ("Employer"). The Employer responded to the petition on November 12, 1991, and raised two objections. First, the Employer contended that the Youth Services Librarian ("Children's Librarian") was not eligible for inclusion in the proposed bargaining unit because she is a supervisor. Second, the Employer contended that the National Labor Relations Board had jurisdiction over this matter, not the Vermont Labor Relations Board.

By Memorandum and Order of February 10, 1992, the Vermont Labor Relations Board took jurisdiction of this matter. Local 1369, AFSCME, AFL-CIO and Kellogg-Hubbard Library, 15 VLRB 60. A hearing on the issue of whether the Children's Librarian is a supervisor was held on March 23, 1992, before Board members Louis A. Toepfer, Chairman; Catherine L. Frank and Carroll P. Comstock. On June 4, 1992, the Board issued Findings of Facts, wherein the Board concluded that the Children's Librarian is not a supervisory employee. Local 1369, AFSCME, AFL-CIO and Kellogg-Hubbard Library, 15 VLRB 205. The Board ordered the

conducting of a representation election among the bookkeeper, custodians and librarians, excluding the Library Director, employed by the Employer.

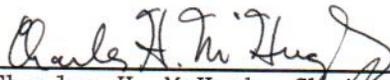
Timothy Noonan, Labor Relations Board Executive Director, conducted a representation election on June 30, 1992, in the Trustees Room, Kellogg-Hubbard Library, Montpelier, Vermont. Ralph Crippen, AFSCME Representative, was present as an observer for the Union. The Employer had no observer. Nine of eleven eligible employees voted. The results of the election were:

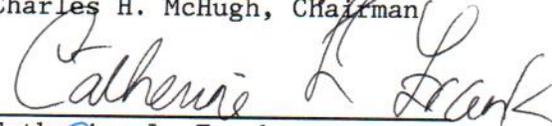
Local 1369, AFSCME, AFL-CIO	8
No Union	1

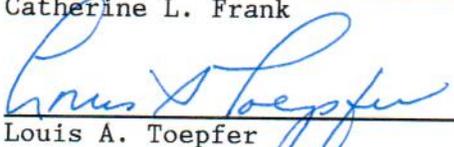
As a result of this election, it is hereby ORDERED that Local 1369, AFSCME, AFL-CIO, is CERTIFIED as the exclusive bargaining representative of the bookkeeper, custodians and librarians, excluding the Library Director, employed by the Kellogg-Hubbard Library.

Dated the 13th day of July, 1992, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD


Charles H. McHugh, Chairman


Catherine L. Frank


Louis A. Toepfer