

VERMONT LABOR RELATIONS BOARD

NEW ENGLAND POLICE)	
BENEVOLENT ASSOCIATION,)	
I.U.P.A., AFL-CIO)	
)	
and)	
)	DOCKET NO. 08-25
UNITED ELECTRICAL, RADIO AND)	
MACHINE WORKERS OF AMERICA)	
)	
and)	
)	
TOWN OF SPRINGFIELD)	

ORDER OF CERTIFICATION

Whereas, the New England Police Benevolent Association, I.U.P.A., AFL-CIO (“NEPBA”), filed a petition on July 8, 2008, to represent the employees of the Town of Springfield Police Department represented by the United Electrical, Radio and Machine Workers of America (“UE”) – i.e., all police officers under the rank of lieutenant and the police dispatchers; and

Whereas, the NEPBA, UE and Town of Springfield (“Employer”) entered into an agreement on October 28, 2008, a copy of which is attached hereto and incorporated herein, providing for a voluntary recognition process to determine the exclusive bargaining representative of the police officers and police dispatchers; and

Whereas, the UE agreed to disclaim interest in representing the affected employees, the Employer agreed to voluntarily recognize the NEBPA as the exclusive bargaining representative of the employees, and the NEBPA agreed to assume all representation services upon certification by the Labor Relations Board, if the voluntary recognition process indicated that a majority of the employees desire to be represented for exclusive bargaining purposes by the NEBPA; and

Whereas, the UE agreed to continue to represent the employees in the event that a majority of the employees did not desire to be represented for exclusive bargaining purposes by the NEBPA; and

Whereas, the parties agreed that the current collective bargaining contract shall remain in full effect until at least June 30, 2010, with the proviso that, in the event the

voluntary recognition process indicated that a majority of the employees desire to be represented for exclusive bargaining purposes by the NEBPA, any reference in the contract to the UE shall be substituted and deemed to refer to the NEBPA; and

Whereas, the outside neutral agreed upon by the parties to conduct the voluntary recognition process has certified that a majority of employees signed a petition in the past six months authorizing and designating the NEBPA to be their exclusive bargaining representative, and the parties have certified that this verification was fairly conducted; and

Whereas, the following conditions required by 21 V.S.A. Section 1723 for voluntary recognition have been met: 1) the NEBPA has demonstrated the support of the majority of employees it seeks to represent, 2) no rival organization seeks to represent the employees, and 3) the bargaining unit is appropriate:

Therefore, it is ordered: 1) the New England Police Benevolent Association, I.U.P.A., AFL-CIO, is certified as the exclusive bargaining representative of all police officers under the rank of lieutenant and the police dispatchers of the Town of Springfield; and 2) the current collective bargaining agreement covering these employees shall remain in full effect until at least June 30, 2010, with the proviso that any reference in the contract to the United Electrical, Radio and Machine Workers shall be deemed to refer to the New England Police Benevolent Association, I.U.P.A., AFL-CIO.

Dated this 4th day of November, 2008, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

Edward R. Zuccaro, Chairperson

John J. Zampieri

Leonard J. Berliner

James C. Kiehle