

VERMONT LABOR RELATIONS BOARD

UNITED PROFESSIONS OF)
VERMONT/AFT)
)
and)
)
VERMONT STATE COLLEGES)

DOCKET NO. 01-46

ORDER OF CERTIFICATION

On July 17, 2001, the United Professions of Vermont/AFT ("Union") filed a petition for election of collective bargaining representative with the Labor Relations Board, seeking to represent supervisory employees of the four campus-based institutions of the Vermont State Colleges. In response to the petition, the Vermont State Colleges ("Employer") raised numerous objections to the inclusion of certain employees in the bargaining unit. Subsequently, the parties reached various partial agreements as to exclusion of individuals from, and inclusion of employees in, the proposed bargaining unit. Hearings on the remaining disputed issues were held on November 8, 15 and 30, and December 6, 2001 in the Board hearing room in Montpelier.

On March 7, 2002, the Board issued a decision concerning the exclusion of individuals from, and inclusion of employees in, the proposed bargaining unit. 25 VLRB 1. The Board also ordered the conducting of a secret ballot election, pursuant to 3 V.S.A. Section 941(e) and (g), among employees in the bargaining unit as amended by the Board decision and agreements reached by the parties. A list of positions in the bargaining unit of supervisory employees is attached to this Order as Attachment A.

The election was held at the following locations at the following times:

- Castleton State College, Formal Lounge, Second Floor, in the Campus Center, April 23, 2002, from 9:00 a.m. to 11:30 a.m.
- Lyndon State College, Burke Mountain LAC #400 in the Administration Center, April 23, 2002, from 9:00 a.m. to 11:30 a.m.

- Johnson State College, 1867 Room, Stearns Building, April 23, 2002, from 1:30 p.m. to 4:00 p.m.
- Vermont Technical College, Morey Hall Lounge, April 23, 2002, from 1:30 p.m. to 4:00 p.m.

The employees voting in the election were asked two questions: 1) whether they wish to be in a collective bargaining unit consisting of supervisory employees of the four campus-based colleges of the Vermont State Colleges; and 2) whether they wish to be represented for exclusive bargaining purposes by the United Professions of Vermont/AFT. 44 of 51 eligible employees voted. Four of the employees voted by absentee ballot. The results on the first question on whether employees wish to be in the collective bargaining unit were: Yes – 30, No - 14. The results on the second question of whether employees wish to be represented for exclusive bargaining purposes by the United Professions of Vermont/AFT were: Yes – 30, No – 14.

As a result of this election, it is ordered that the United Professions of Vermont/AFT is certified as exclusive bargaining representative of the supervisory employees of the four campus-based colleges of the Vermont State Colleges set forth in Attachment A of this Order.

Dated this 8th day of May, 2002, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

/s/ Richard W. Park
Richard W. Park, Acting Chairperson

/s/ Carroll P. Comstock
Carroll P. Comstock

/s/ John J. Zampieri
John J. Zampieri

ATTACHMENT A TO VERMONT LABOR RELATIONS BOARD ORDER OF CERTIFICATION

#01-46, United Professions of Vermont/AFT and Vermont State Colleges

POSITIONS IN SUPERVISORY EMPLOYEES BARGAINING UNIT

Castleton Supervisors

Heather	Atwell	Director of Undergraduate Enrollment	Castleton
Marielle	Blais	Director of STEP	Castleton
Joan	Ellis	Custodial Supervisor	Castleton
Nancy	Luzer	Technical Services Librarian	Castleton
		Director of Financial Aid	Castleton
Ruth	Parlin	Library Director	Castleton
Mary-Jeanne	Raleigh	Director of Counseling & Testing Services	Castleton
John	Schwamer	Manger of the College Store	Castleton
Arthur	Temple	Maintenance Supervisor	Castleton
Deanna	Tyson	Director of Athletics	Castleton
Chrispin	White	Director of Community Services & Internships	Castleton
Heidi	Whitney	Accounts Receivable Supervisor	Castleton
Deri	Wills	Director of Residence Life	Castleton

Johnson Supervisors

Tony	Blueter	Director of Upward Bound	Johnson
Daniel	Cotter	Director of Security and Safety	Johnson
Patricia	Dasaro	Admissions Assistant	Johnson
Jan	Herder	Director of Dibden Arts Center	Johnson
Ellen	Hill	Director of Community Services	Johnson
Dawn	Kellogg	Director of Public Information & Marketing	Johnson
John	Lord	Registrar	Johnson
Barbara	Lougee-Fou	Director of Athletics & Recreation	Johnson
Austin	Richards	Maintenance Supervisor	Johnson
Katherine	Veilleux	Director of Special Services	Johnson
Deborah	Whitney	Custodial Supervisor	Johnson

Lyndon Supervisors

Darlene	Bolduc	Director of College Telecommunications	Lyndon
Tanya	Bradley	Director of Financial Aid	Lyndon
Jo-Ann	Charron	Custodial Supervisor	Lyndon
Jonathan	Davis	Supervisor of Residence Hall Directors	Lyndon
Charles	Lacaillade	Director of Security & Safety	Lyndon
Vicki	Litzinger	Director of Library Instructional Technology	Lyndon
Robert	McCabe	Director of Upward Bound	Lyndon
Mimi	McCaffrey	Director of Admissions	Lyndon
Arthur	Peake	Maintenance Supervisor	Lyndon
Mike	Ryan	Director, Special Services (EXCEL)	Lyndon
Karla	Telfer	Registrar	Lyndon
Janet	Thorn	Coordinator, Library Access Services	Lyndon
Linda	Wacholder	Director of Career Services	Lyndon

VTC Supervisors

Chuck	Cassidy	Assistant Director of Physical Plant	VTC
Charles	Castelli	Director, Student Support Services (SSS)	VTC
Leslie	Daniels	Assistant Controller	VTC
Michael	Dempsey	Registrar	VTC
Rosemary	Distel	Director of Admissions	VTC
Edward (Skip)	Distell	Director of Athletics	VTC
Nick	Farrington	Grounds Supervisor	VTC
Mike	Fiorillo	Director of Upward Bound	VTC
Emile	Fredette	Director of Security & Safety	VTC
Mary	Juskiewicz	Director, Student Life	VTC
Cathy	McCullough	Director of Financial Aid	VTC
Mary	McMahon	Nursing Site Supervisor (Colchester)	VTC
Nancy	Redfield-Lewis	Nursing Site Supervisor (Brattleboro)	VTC
		Nursing Site Supervisor (Bennington)	VTC
Kyle	Thygesen	Farm Manager	VTC
Margaret	Laughlin	Nursing Site Supervisor (NEK)	VTC