

VERMONT LABOR RELATIONS BOARD

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

DOCKET NO. 01-47

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 professional, administrative and technical employees of the four campus-based institutions of the 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 Labor Relations Board hearing room.

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 professional, technical and administrative 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 professional, technical and administrative 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. 104 of 114 employees on the voter eligibility list voted. Fifteen of the employees voted by absentee ballot. The results on the first question on whether employees wish to be in the collective bargaining unit of professional, technical and administrative employees were: Yes – 75, No – 28, Challenged Ballot - 1. 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 – 73, No – 30, Challenged Ballot - 1.

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

Dated this 8<sup>th</sup> 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

## #01-47, United Professions of Vermont/AFT and Vermont State Colleges

POSITIONS IN PROFESSIONAL, TECHNICAL AND ADMINISTRATIVE  
EMPLOYEES BARGAINING UNITCastleton P.A.T.

First Name	Last Name	Title	College
Lyn	Adams	Assistant Registrar	Castleton
Timothy	Barrett	Assistant Athletic Director/Coach	Castleton
Chris	Belden	Admissions Counselor II	Castleton
Bryon	Billado	Micro Computer & Technology Specialist	Castleton
Judith	Carruthers	Director of Career Planning & Placement	Castleton
Ann	Chiesa	Lab Manager/Chemical Hygiene	Castleton
Deb	Choma	Health Services Coordinator	Castleton
Ennis	Duling	Director of Public Information	Castleton
Rebecca	Eno	Educational Support Counselor, STEP	Castleton
Irene	Evanoika	Staff Assistant, Student Life	Castleton
Phibert	Forgarty	Director of Annual Giving & Alumni	Castleton
Elizabeth	Garside	Staff Assistant, Institutional Advancement	Castleton
Laura	Gatewood	Academic Counselor, STEP Program	Castleton
Carol	Hammond	Learning Center Coordinator, STEP	Castleton
Mariko	Hancock	Coordinator of Fine Arts Center	Castleton
Lindsey	Hartshorn	Head Athletic Trainer	Castleton
Elaine	Kreiser	Financial Aid Officer	Castleton
Jen	Mamary	Admissions Counselor I	Castleton
Vyonne	Manovill	Aquatics Director / Facilities Coordinator	Castleton
Matt	Miller	Admissions Counselor I	Castleton
Lori	Phillips	Coordinator of Camps, Conferences and Events	Castleton
Audrey	Reed	Asst Director of Financial Aid	Castleton
Lyn	Sawyer	Soundings Coordinator	Castleton
Ted	Shipley	Assistant Athletic Director/Coach	Castleton
Miriam	St. George	Learning Specialist, STEP	Castleton
Meredith	Trude	Admin. Assistant, Assoc. Academic Deans	Castleton
Chad	Voghell	Director, Technical & Support Services	Castleton
Susan	Wiskoski	Financial Aid Officer	Castleton
Angelo	Zegarelli	Athletic Trainer	Castleton

**Johnson P.A.T.**

<b>First Name</b>	<b>Last Name</b>	<b>Title</b>	<b>College</b>
Loralie	Adams	Assistant Registrar	Johnson
Gina	Boland	Student Devel. Coordinator, Upward Bound	Johnson
Kerri	Brooks	Director of Advising/Career Services	Johnson
Ruth	Chase	Assistant Director, Financial Aid	Johnson
Shawna	DeNoncourt	Admissions Counselor	Johnson
Dian	Duranleau	Learning Disabilities Specialist, Acad.Support	Johnson
Bob	Dustin	Admissions Counselor	Johnson
Doug	Eastman	Financial Aid Officer	Johnson
Jo Anne	Edwards	Librarian II (Inter-Library Loan)	Johnson
Michele	Elsenstein	Lab Technician/Chemical Hygiene Officer	Johnson
Vinny	Faraci	Head Athletic Trainer	Johnson
Drew	Farrell	Assistant Director of Admissions	Johnson
Kimberly	Goodell	Financial Aid Officer	Johnson
Patrick	Green	Athletic Facilities Coordinator	Johnson
Christie	Haspray	Advising & Career Specialist	Johnson
Andrea	Kelly	Director of Counseling	Johnson
Sara	Kinerson	Advising & Career Specialist	Johnson
Roman	Kokodyniak	International Student Support Coordinator	Johnson
Linda	Kramer	Librarian II (Public Services)	Johnson
Sally (Sarah)	Laughlin	Director of Development & Alumni Affairs	Johnson
Karen	Madden	Academic Skills Advisor	Johnson
Jane	Marshall	Librarian II	Johnson
Charlie	Mason	Assistant Athletic Director	Johnson
Matt	Mitchell	Associate Director of Upward Bound	Johnson
Stewart	Ressler	Academic Technology Administrator	Johnson
Thomas	Stowell	Learning Resource Center Coordinator	Johnson
Emma	Thompson	Staff Assistant, Dean of Students	Johnson
Becky	Walters	Assistant Registrar	Johnson
Michele	Whitmore	Director of Residential Life	Johnson
Walter	Zeichner	Career Transition/Personal Counselor	Johnson

**Lyndon P.A.T.**

<b>First Name</b>	<b>Last Name</b>	<b>Title</b>	<b>College</b>
Debra	Bailin	Director of Student Academic Development	Lyndon
Eric	Berry	Admissions Counselor	Lyndon
Anne	Brown	Director of Americorps	Lyndon
Tammi	Cady	Director of Development & Alumni Affairs	Lyndon
Jody	Card	Financial Aid Specialist	Lyndon
Theresa	Conant	Lab Technician/Chemical Hygiene Officer	Lyndon
Ethan	Coppenrath	Assistant IT Specialist	Lyndon
Mike	Dente	Assistant IT Specialist	Lyndon
Donna	Dolan	Case Worker, Reachup	Lyndon
Susan	Gallagher	Director of Public Information	Lyndon
Cheryl (Cheri)	Goldrick	Administrative Assistant, Academic Affairs	Lyndon
Betsy	Ham	Coordinator of Student Accounts	Lyndon
Susan	Henry	Director of Intramurals	Lyndon
Peggy	Hunter	Learning Specialist	Lyndon
Michelle	LaBarge	Director of Student Activities	Lyndon
Mark	Mohrmann	Video Broadcast Technician	Lyndon
Lynda	Morgan	Admin. Assistant, Institutional Advancement	Lyndon
Darrell (Skip)	Pound	Director of Athletics	Lyndon
Kristen	Purrington	Admission Counselor II	Lyndon
Angie	Ryan-Williams	Counselor, Special Services (EXCEL)	Lyndon
Christopher	Ummer	Athletics Trainer	Lyndon
Lisa	Ummer	Admissions Counselor II	Lyndon
Theresa	VanZile	Assistant Director of Financial Aid	Lyndon
Donna	Wheeler	Director of Conference & Guest Relations	Lyndon
Rick	Williams	Assistant Director of Upward Bound	Lyndon
Aaron	Young	Telecommunications Technician	Lyndon

**VTC P.A.T.**

<b>First Name</b>	<b>Last Name</b>	<b>Title</b>	<b>College</b>
Jim	Allen	Librarian II	VTC
Barbara	Bendix	Director, Student Disability Services	VTC
John	Boyce	Academic Skills Coordinator	VTC
William	Busha	Assistant Director of Institutional Advancement	VTC
Debra	Catherman	Laboratory Technician	VTC
Colleen	Clancy	(Diversity Coordinator?)	VTC
Dwight	Cross	Associate Director of Admissions	VTC
Charlie	Dana	Field Foreman	VTC
Maggie	Drown	Librarian II	VTC
Paul	Evans	Computer Technician	VTC
Susan	Fredette	Assistant Director, Admissions	VTC
Vicki	Goodrich	Athletic Facilities Coordinator/Aquatic Director	VTC
Aaron	Hill	Head Coach/Intramurals	VTC
Polly	Hunt	Accounts Payable Supervisor	VTC
Donna	Imbeninato	Career/Transfer Counselor, SSS	VTC
Lisa	Koch	Assistant Director of Upward Bound	VTC
Peter	Leonard	Orchard Manager	VTC
Diana	Mellar	Admissions Counselor	VTC
Christine	Motyka	Landscape/Horticulture Technician	VTC
Mary	Mulhern	Health Services Coordinator (RN)	VTC
Doug	Pennington	Laboratory Technician	VTC
Sandra	Race	Payroll Benefits Specialist	VTC
Jeanine	Rose	Math/Science Skills Specialist, SSS	VTC
Robert	Royce	Laboratory Technician	VTC
Anita	Salvas	Herd Manager	VTC
Dennis	Stearns	Assistant Custodial Supervisor	VTC
John	Sybel	Director of Career Development	VTC
Mary	Waldo	Laboratory Technician	VTC
Lynn	Wells	Counselor, Student Support (SSS)	VTC
Jennifer	Williams	Director of Development & Alumni Relations	VTC