

VERMONT LABOR RELATIONS BOARD

COLCHESTER CAREER FIREFIGHTERS	)	
ASSOCIATION, IAFF	)	
	)	DOCKET NO. 21-19
and	)	
	)	
TOWN OF COLCHESTER	)	

ORDER OF CERTIFICATION

On July 9, 2021, Colchester Career Firefighters Association, IAFF (“Union”), filed a Petition for election of Collective Bargaining Representative to represent certain firefighters employed by the Town of Colchester (“Employer”). On July 20, 2021, the Employer responded to the Petition raising its objections to the inclusion of certain employees in the unit. On July 26, 2021, the Union and Employer agreed that the following bargaining unit is an appropriate unit:

All full-time Colchester Fire Department employees including the two Full-time firefighters and one Captain; but excluding: the Fire Chief, any voluntary members of the Colchester Fire Department, and any supervisory, management or confidential employees, as defined by Vermont Law.

On August 18, 2021, the Vermont Labor Relations Board conducted a secret ballot election, pursuant to 21 V.S.A. § 1724 (e)(1), among employees in the above-described bargaining unit. The election took place at the Colchester Fire Department, Bay Station, 844 Church Road, Colchester, Vermont. The ballots were counted by agent for the Board, Judith L. Dillon, Executive Director. Observers at the election were Joshua Kirtland, for the Union, and Kerin Stackpole, Esq., for the Employer.

The employees voting in the election were asked whether they wished to be represented for exclusive bargaining purposes by Colchester Career Firefighters, IAFF.

Three of the three eligible employees cast valid ballots. One of the three cast his ballot

by absentee mail-in ballot that was received by the Board in advance of the election and included in the vote tally.

The results on the question of whether employees wished to be represented for exclusive bargaining purposes by Colchester Career Firefighters Association, IAFF, were: Yes – 3, No –0.

As a result of this election, it is ordered that Colchester Career Firefighters Association, IAFF, is certified as the exclusive bargaining representative of all full-time Colchester Fire Department employees including the two Full-time firefighters and one Captain; but excluding: the Fire Chief, any voluntary members of the Colchester Fire Department, and any supervisory, management or confidential employees, as defined by Vermont Law.

Dated this 2<sup>nd</sup> day of September, 2021, at Montpelier, Vermont.

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By: /s/ Richard W. Park

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Richard W. Park, Chairperson