

Draft Minutes of June 27, 2024, Meeting of the Vermont Labor Relations Board

The Vermont Labor Relations Board conducted a meeting of the Board on June 27, 2024, beginning at 9:00 a.m. Board members Michelle Phelps, Karen Saudek, David Boulanger, Alan Willard, and Roger Donegan, and Board Chair Robert Greemore attended in person. Also, present were Executive Director Judith L. Dillon, and Clerk Melinda Moz-Knight.

Board Meeting Minutes for March 14, 2024:

Motion for approval of the March 14, 2024, meeting minutes was made by Mr. Willard. Mr. Donegan seconded the motion. All Board members voted to approve the meeting minutes.

Budget:

The Board reviewed the FY24 budget as passed and actual expenditures through May 31, 2024.

Administration COLA salary increase

The FY 2025 salary adjustments for Exempt State employees are effective as of July 14, 2024. The Board has the discretion to authorize another 1.9 percent increase where there are sufficient Pay Act funds.

Legislative changes and Vermont Supreme Court decision:

The Vermont Legislature recently enacted changes to labor relations laws applicable to municipal and state employees that add a path for choosing collective bargaining representation without the need for an election. Under the statutory changes a Petitioner presenting the signatures or interest cards of fifty percent plus one of the employees in the proposed bargaining unit, and there is no unit objection, will be certified by the Board without the need for an election. The Board has revised the Petition forms on the website and will be revising its Rules of Practice to incorporate these changes. Petitioners can still seek collective bargaining representation by election by filing interest cards or signatures of at least 30 percent of the employees in the proposed bargaining unit.

The Board discussed the recent, 3-2 decision of the Vermont Supreme Court affirming the Board's decision in Grievance of Miller. In affirming the decision, the Supreme Court reviewed its history of applying substantial deference to the Board's interpretation of Collective Bargaining Agreements and policies.

Hearing room/case management

Because of the air vent and the limited number of audio receivers, it can be challenging to hear in the hearing room. The Board authorized the purchase of another Yealink microphone/receiver so that there will be one for each table.

Executive Director Dillon and Clerk Moz-Knight continue to coordinate with State resources to find/develop an electronic docketing system.

Board member transitions/ALRA conference

Mr. Willard is retiring from the Board. The recruitment process for his replacement has not advanced beyond the application stage. Mr. Willard will fill in as he is available until a replacement is found. David Boulanger has filed his request to be reappointed.

Board Chairperson Robert Greemore provided details for Mr. Willard's retirement lunch.

Executive Director Dillon and Mr. Donegan will be attending the 2024 ALRA Conference in Detroit at the end of July.

2023 Annual Report

The Board discussed its Annual Report and recommended some minor edits. Mr. Boulanger made a motion to approve the Annual Report as amended. Ms. Phelps seconded the motion. All Board members voted to approve the Annual Report as amended.

Case update/case status report

A total of thirty-six cases are pending before the Board. The Board reviewed several pending cases.

Case Assignments

Hearing panels were assigned through February 2025.

The next Board meeting will be held on October 3, 2024.

The Board meeting adjourned at 1:45 p.m.

Respectfully Submitted
/s/ Melinda Moz-Knight