

## Minutes of April 9, 2020, Meeting of the Vermont Labor Relations Board

The Vermont Labor Relations Board conducted a meeting of the entire Board on April 9, 2020, beginning at 9:05 a.m., by electronic means. Present on the conference call were Board Members Richard Park, David Boulanger, Alan Willard, Roger Donegan, Karen Saudek, and Robert Greemore; Clerk Melinda Moz-Knight and Executive Director Timothy Noonan. Noonan and Moz-Knight were present in the Board office at 13 Baldwin Street, Montpelier.

### Electronic Capabilities of Board Members for Video Hearings/Meetings:

Mr. Noonan explained to the Board that we were exploring the feasibility of holding hearings and meetings via Microsoft Teams. Mr. Noonan has a webcam attached to his work computer and the laptop has a camera built in.

### Budget:

Mr. Noonan discussed our current budget and the FY 2021 budget and responded to questions.

### Legislation

Mr. Noonan discussed a bill that is on the Senate floor that discusses the way that union elections are held. He will send the Board the bill with an explanation of it and will keep the Board apprised of developments.

### Status of Cases

Mr. Noonan provided a caseload status report. He reported that case filings have been above average since the beginning of 2020. We have 29 open cases which is 26 percent above the average of 23 open cases.

### Changes in Board Practices, Procedures and Operations During Existing State of Emergency

- Staff hours and location: Mr. Noonan is working from 13 Baldwin. Ms. Moz-Knight is splitting her time between her home and the office.
- Filing of cases and case correspondence: The Board is now allowing electronic filing.
- Timeframes for filing cases: There is no change in filing deadlines.
- Timeframe for processing cases: The Board is taking this on a case by case basis.
- Timeframes for hearings: The Board is not scheduling hearings at this time. The next scheduled hearing is May 21 and it is uncertain whether that will proceed as scheduled.
- Conducting of hearings: The Board is researching ways to possibly do hearings via videoconferencing or at a location other than Board offices that would have a bigger room so appropriate social distancing can be maintained.

- Elections: Mr. Greemore made a motion for the Board to make an emergency rule that based on the COVID19 emergency situation all elections will be done by mail ballot until further notice. Mr. Donegan seconded the motion and it passed unanimously. The issue will be revisited at the next Board meeting.

#### Board Assignments

May 21: Boulanger, Saudek, Park  
May 28: Greemore, Willard, Donegan  
June 4: Greemore, Saudek, Boulanger  
June 11: Park, Willard, Donegan  
June 18: Donegan, Saudek, Park  
June 25: Greemore, Willard, Boulanger  
July 9: Greemore, Saudek, Donegan  
July 16: Park, Willard, Boulanger  
July 23: Greemore, Willard, Donegan  
July 30: Park, Boulanger, Saudek

#### Training Sessions and Conferences:

Mr. Noonan informed the Board that the New England Consortium of State Labor Relations Agencies training in April was postponed with no date set for rescheduling. He also stated that he thought that the Association of Labor Relations Agencies conference in July in Vancouver would be canceled, but official notice has not been sent.

The public meeting adjourned at approximately 11:00 a.m.

Respectfully submitted,

/s/ Melinda Moz-Knight