

Minutes of June 18,2020, Meeting of the Vermont Labor Relations Board

The Vermont Labor Relations Board conducted a meeting via Microsoft Teams of the entire Board on June 18, 2020, beginning at 9:00 a.m. Present on the video meeting 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.

Update and Plans on video Hearings and Meetings:

Mr. Noonan explained to the Board that the first hearing via Microsoft Teams happened last Thursday and that it went well. The video and audio of the hearing was very clear. The Board discussed the instructions given to the witness at the beginning of a hearing and a few slight changes were made. Mr. Noonan also stated that he had held several meetings with parties using Microsoft Teams and that it had been very effective in keeping the process moving.

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.

Reimbursement Policies and Procedures for Board Members

32 V.S.A. Section 1010(b)(2) is the statutory provision the Board has relied on historically for per diem compensation of Board members. The Board Chair, Richard Park, introduced the topic as changes have been made recently in the way the Board operates. According to statute “Per diem” means the amount of compensation to which a member of a statutory board or commission is entitled for: attendance at a regular or special meeting of such board of commission or any committee thereof; or performance of other duties directly related to the efficient conduct of necessary board business as assigned and approved by the chairperson, provided that payment for such duties shall be at the per diem rate prorated for actual time spent performing duties. Proration shall be calculated based on an eight-hour day. Under no circumstances shall the daily payment exceed the per diem amount”t. It was decided that meetings of the full Board, whether in person, or telephonic or online are compensable at the full per diem as are hearings. It was decided to have telephonic and/or online deliberations compensated on an hourly basis. Also, it was noted that Board members are entitled to per diem compensation at a pro-rated amount for time spent reviewing materials in preparation for a hearing, meeting, or deliberations.

Board Assignments

The hearing assigned on July 9th has been canceled.

July 16: Park, Saudek, Boulanger

July 23: Greemore, Willard, Donegan

July 30: Park, Boulanger, Saudek

August 6: Greemore, Willard, Donegan

August 20: Park, Saudek, Boulanger

September 3: Greemore, Willard, Donegan
September 10: Greemore, Saudek, Boulanger
September 17: Park, Willard, Donegan
September 24: Greemore, Saudek, Boulanger
October 1: Greemore, Willard, Donegan
October 7: Park, Saudek, Boulanger
October 22: Greemore, Boulanger, Saudek
October 28/29: Park, Willard, Donegan
November 5: Park, Willard, Donegan

Our next full Board meeting will be on September 14th at 1pm.

Budget:

Mr. Noonan discussed our current budget and the FY 2021 budget. The Board had no questions.

Legislation

Mr. Noonan updated the Board on a bill that is on the Senate floor that discusses the way that union elections are held. He will keep the Board apprised of developments.

Planning for Executive Director Retirement and Transition

Mr. Noonan and the Board discussed the fact that he is looking to retire in May of 2021. The Board decided that they would like to try to do the recruitment and hiring process on their own rather than hiring a consultant. Administrative work will be done by Mr. Noonan and Ms. Moz-Knight. There will be a committee made up of Mr. Park, Ms. Saudek and Mr. Boulanger to guide the recruitment and screening process before the interviewing and hiring process that will include the entire Board. Research and planning will be done during the summer. The advertising for the position will begin in October.

Executive Director Job Description:

The Board discussed the draft of the Executive director job description and made various revisions. Also, further research will be done on minimum qualifications for the position by examining other attorney and executive director positions in state government.

The meeting adjourned at approximately 12:30 p.m.

Respectfully submitted,

/s/ Melinda Moz-Knight