

VERMONT LABOR RELATIONS BOARD

FRATERNAL ORDER OF POLICE	)	
	)	
and	)	DOCKET NO. 21-41
	)	
NEW ENGLAND POLICE BENEVOLENT ASSOCIATION	)	
	)	
and	)	
	)	
CITY OF ST. ALBANS	)	

ORDER OF CERTIFICATION

On November 29, 2021, the Fraternal Order of Police, (“Petitioning Union” “FOP”), filed a Petition for election of Collective Bargaining Representative to represent certain employees of the City of St. Albans Police Department (“Employer” “City”). At the time of the Petition, the employees were represented by the New England Police Benevolent Association (“NEPBA”). The Employer consented to an election and the following as the appropriate bargaining unit:

The non-exempt City employees in the Police Department consisting of all employees of the Police Department with the exclusion of administrative, engineering, and supervisory personnel.

NEPBA consented to the bargaining unit.

On January 18, 2022, as provided in its January 7, 2022, Notice of Election, the Vermont Labor Relations Board conducted a secret ballot, pursuant to 21 V.S.A. § 1724 (e)(1), among employees in the above-described bargaining unit.

The employees voting in the election were asked the following question:

Do you wish to be represented for exclusive bargaining purposes by:

New England Police Benevolent Association

Fraternal Order of Police

No Union

On February 8, 2022, ballots were counted at the Labor Relations Board and virtually through Microsoft Teams. The following observers all appeared virtually through Microsoft Teams. Tom Horgan, Esq., and Chris Hoar, appeared as observers for the NEPBA. Jack Parlon appeared for the FOP. Tom Leitz, Director of Administration for the City, appeared for the City.

Fifteen (15) of twenty-seven (27) eligible employees cast valid ballots. There were no objections.

The result of the question of whether they wished to be represented for exclusive bargaining purposes were: FOP-13, NEPBA- 2, No Union – 0.

As a result of this election, it is ordered that the Fraternal Order of Police is certified as the exclusive bargaining representative for the non-exempt City of St. Albans employees in the Police Department consisting of all employees of the Police Department with the exclusion of administrative, engineering, and supervisory personnel.

Dated this 22<sup>nd</sup> day of February, 2022, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

Richard W. Park

By: \_\_\_\_\_  
Richard W. Park, Chairperson