

VERMONT LABOR RELATIONS BOARD

INTERNATIONAL BROTHERHOOD)
OF ELECTRICAL WORKERS,)
LOCAL 300)

and

INTERNATIONAL UNION OF
PUBLIC EMPLOYEES

and

TOWN OF HARTFORD)

DOCKET NO. 20-20

ORDER

On April 9, 2020, the International Brotherhood of Electrical Workers, Local 300 (IBEW Local 300”) filed a Petition for Election of Collective Bargaining Representative, seeking to represent the water, waste water, public works and highway employees of the Town of Hartford (“Employer”). These employees are currently represented by the International Union of Public Employees (“IUPE”). The Employer filed a response to the petition on May 19, 2020, contending that three of the employees presently in the bargaining unit represented by IUPE – i.e., the Highway General Foreman, Wastewater Chief Plant Operator and Chief Water System Operator - should be excluded from the bargaining unit as supervisory employees. The IUPE disclaimed interest in remaining the representative of the employees, and accordingly was not included on the election ballot in this matter.

On September 28, 2020, following an evidentiary hearing, the Labor Relations Board issued an order: 1) holding that the Highway General Foreman, Wastewater Chief Plant Operator and Chief Water System Operator of the Town of Hartford Public Works Department are supervisory employees as defined in the Municipal Employee Relations Act and are thereby excluded from the right to be included in a bargaining unit represented by an exclusive bargaining representative; and 2) providing for the conducting of a secret ballot election by mail ballot among the Waste Water Plant Operators 1 & 2, Solid Waste Attendant, Highway Equipment Operators 1 & 2, Mechanic, Water Plant Operators and Water System Operators of the Public Works Department, and the Laborer/Maintenance and Laborer/Mechanic of the Parks

and Recreation Department of the Town of Hartford to determine whether they wish to be represented for exclusive bargaining purposes by IBEW Local 300.

The Labor Relations Board conducted a secret ballot election by mail. Employees were asked if they wished to be represented for exclusive bargaining purposes by the International Brotherhood of Electrical Workers, Local 300. Board Executive Director Timothy Noonan counted the ballots on November 6, 2020, in Labor Relations Board offices, 13 Baldwin Street, Montpelier. Timothy LaBombard, President/Assistant Business Manager for IBEW Local 300, observed the counting of ballots for IBEW Local 300 via video. The Employer had no observer of the ballot counting. Fifteen of the sixteen eligible employees cast valid ballots; the ballot of the remaining employee was deemed invalid and not counted because it was postmarked after the deadline for postmarking ballots. The results of the election were:

Yes	15
No	0

As a result of this election, it is ordered:

1) The International Union of Public Employees is decertified as the exclusive bargaining representative of the water, waste water, public works and highway employees of the Town of Hartford; and

2) The International Brotherhood of Electrical Workers, Local 300, is certified as the exclusive bargaining representative of the Waste Water Plant Operators 1 & 2, Solid Waste Attendant, Highway Equipment Operators 1 & 2, Mechanic, Water Plant Operators and Water System Operators of the Public Works Department, and the Laborer/Maintenance and Laborer/Mechanic of the Parks and Recreation Department of the Town of Hartford.

Dated this 17th day of November 2020, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

/s/ Richard W. Park

Richard W. Park, Chairperson