

VERMONT LABOR RELATIONS BOARD

ESSEX POLICE EMPLOYEES’)	
ASSOCIATION, LODGE # , FRATERNAL)	
ORDER OF POLICE,)	
)	
and)	
)	
NEW ENGLAND POLICE)	DOCKET NO. 22-10
BENEVOLENT ASSOCIATION,)	
)	
and)	
)	
TOWN OF ESSEX)	

ORDER OF CERTIFICATION

On April 15, 2022, Essex Police Employees’ Association Lodge #, Fraternal Order of Police (“FOP”), filed a Petition for Election of Collective Bargaining Representative with the Vermont Labor Relations Board (“Board”), seeking to represent the following employees of the Town of Essex Police Department (“Employer”):

All full- time sworn officers of the Essex Police Department below the rank of Lieutenant, and all full-time dispatchers and police records clerks.

On June 7, 2022, as provided in its May 6, 2022, Notice of Election, the Vermont Labor Relations Board conducted a secret ballot election, by mail-in ballots, 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 whether they wished to be represented for exclusive bargaining purposes by the New England Police Benevolent Association (“NEPBA”), the Fraternal Order of Police (“VSEA”), or No Union?

Ballots were counted at the Vermont Labor Relations Board and virtually through Microsoft Teams. Board agent, Judith L. Dillon, Esq., Executive Director, counted the ballots. The following observers all appeared virtually through Microsoft Teams. Chris Hoar appeared for NEPBA. Greg Duggan, Human Resources Director, and Travis Sabato, Town Manager, appeared for the Employer, Town of Essex. The Fraternal Order of Police did not have an observer at the ballot count. There was no representative observing for the Fraternal Order of Police.

Nineteen (19) of the thirty-one (31) eligible employees cast ballots.

Two (2) ballots were disqualified because they contained extra writing.

The Fraternal Order of Police received seventeen (17) votes

The NEPBA received zero (0) votes

No Union received zero (0) votes.

As a result of this election, it is ordered that the Fraternal Order of Police is certified as the exclusive bargaining representative for all full- time sworn officers of the Essex Police Department below the rank of Lieutenant, and all full-time dispatchers and police records clerks.

Dated this 22nd day of June, 2022, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

/s/ Richard W. Park

By: _____
Richard W. Park, Chairperson