# VLRB Training Sessions

The following training sessions offered by the Vermont Labor Relations Board are designed to provide labor relations practitioners with a working knowledge of substantive law as well as practice and procedure. Board Executive Director Timothy Noonan will be the trainer. The sessions will be held via the Microsoft Team video and audio platform.

**There is no registration fee for the training sessions.**

The training sessions are:

**Presenting Unit Determination/Representation Cases to the Vermont Labor Relations Board,** May 7, 2021, 9:15 a.m. – 4:00 p.m. – Case law precedents in unit determination/representation cases, and practices and procedures before the Vermont Labor Relations Board in these types of cases, will be addressed. Among the topics covered in the session will be representation election petitions, exclusions from bargaining units due to supervisory or confidential designations, appropriate bargaining units, elections, and unit clarifications.

**Presenting Unfair Labor Practice Cases to the Vermont Labor Relations Board,** May 12, 2021, 9:15 a.m. – 4:00 p.m. – Case law precedents in unfair labor practice cases, and practices and procedures before the Vermont Labor Relations Board in these types of cases, will be addressed. Among the topics covered in the session will be refusal to bargain in good faith/unilateral change cases, discrimination due to union activities, interference with employee rights, union representation at meeting which may lead to discipline, duty of fair representation, and discrimination based on sex, race, national origin and other characteristics.

**Dealing with Discipline and Other Difficult Issues in Administering Contracts**, May 20, 2021, 9:15 a.m. – 4:00 p.m. – Difficult substantive and procedural issues that arise in administering collective bargaining contracts will be the focus of this training session. Grievances will be discussed generally, including standards that apply to grievances, timeliness requirements and principles of contract construction. Substantial time will be devoted to dismissals and lesser disciplinary actions. Due process considerations, such as right to union representation at a meeting that may lead to discipline and right to a pre-termination hearing, will be addressed, as well as substantive just cause standards in discipline cases. Among the other topics covered in the session will be protected activity and discrimination claims in grievances, resignations and performance evaluations. Case law precedents from Vermont Labor Relations Board grievance decisions, court decisions and arbitration decisions will be addressed.

**REGISTRATION FORM**

**Vermont Labor Relations Board**

**2021 Training Sessions**

**Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

 **e-mail: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Organization: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**\_\_\_\_** I would like to attend the May 7 **Presenting Unit Determination/Representation Cases to the VLRB session**.

**\_\_\_\_** I would like to attend the May 12 **Presenting Unfair Labor Practice Cases to the VLRB** session.

\_\_\_\_ I would like to attend the May 20 **Dealing With Discipline and Other Difficult Issues in Administering Contracts** training session.

**Send completed registration form by email to:** Melinda.Moz-Knight@vermont.gov.

After you register, we will send you a Microsoft Teams invitation to the training session and a training booklet.

If you have any questions, contact the VLRB at (802) 828-2700.