

VERMONT LABOR RELATIONS BOARD

UVM STAFF UNITED, AFT VERMONT,)	
AFT, AFL-CIO)	
)	DOCKET NO. 21-08
and)	
)	
UNIVERSITY OF VERMONT)	

ORDER OF CERTIFICATION

On April 2, 2021, UVM Staff United, AFT Vermont, AFT, AFL-CIO (“Union”) filed a petition to represent certain employees employed by the University of Vermont (“Employer”). On April 13, 2021, the Employer responded to the petition, raising various unit determination issues. On April 16, 2021, the Union and Employer agreed that the following bargaining unit is an appropriate unit:

All full-time and regular part-time employees (9, 10, 11 or 12 month employees) in the C Family (Administrative Support or Clerical), T Family (Technical) and Sp Family (Specialized) in the University of Vermont classification system in the following positions: Business Support Assistant (2061, 2063), Business Support Generalist (2071, 2072), Library Support Assistant (2081), Library Support Generalist (2091), Library Support Senior (2101), Office/Program Outreach Support (2111), Office/Program Support Assistant (2021, 2022), Office/Program Support Generalist (2031, 2032, 2033), Services Support Material Specialist (2121, 2122, 2123), Technical Support Generalist (2151), Technical Support Specialist (2171, 2172), Scientific Equipment Technician (non-exempt) (4141), Scientific Electronics Technician (non-exempt) (4131), Biomedical Equipment Technician (non-exempt) (4091), Biomedical Equipment Technician Senior (non-exempt) (4101), Equipment Technician (non-exempt) (4111), Media Technician (non-exempt) (4161), Media Technician Senior (non-exempt) (4271), Research Assistant (4181), Research Project Assistant (4191), Laboratory/Research Technician (4201, 4202, 4203), Laboratory/Research Technician Senior (4211), Equipment Technician Senior (exempt) (4121), Media Broadcast Technician (exempt) (4151), Asset Specialist (non-exempt) (4011, 4012), Business/Accounting Specialist (non-exempt) (4261, 4262), Clinic Assistant (non-exempt) (4311), Communications Specialist (non-exempt) (4341), Data Specialist (non-exempt) (4321), Information Technology Assistant/Programmer (non-exempt) (4031), Medical Laboratory Specialist (non-exempt) (4291), Medical Technologist (non-exempt) (4051), Outreach Specialist (non-exempt) (4351), Process Coordinator (non-exempt) (4071, 4073), Program Specialist (non-exempt) (4081, 4082), Student Services Specialist (non-exempt) (4251), Interpreter/Translator Specialist (non-

exempt) (4043), excluding all temporary employees, work-study students, confidential employees, supervisory employees and managers.

Pursuant to its April 20, 2021, Order, the Vermont Labor Relations Board conducted a secret ballot, pursuant to 3 V.S.A. § 941(e) and (g), among employees in the above-described bargaining unit.

The employees voting in the election were asked two questions: 1) whether they wish to be included in a collective bargaining unit comprised of the above-described employees; and 2) whether they wish to be represented for exclusive bargaining purposes by UVM Staff United, AFT Vermont, AFT, AFL-CIO.

On May 19, 2021, ballots were counted in the Labor Relations Hearing Room. Ballots were counted by Timothy Noonan and Judith L. Dillon, agents for the Vermont Labor Relations Board. Mary Brodsky, Associate Chief Human Resources for the University of Vermont was present and observed for the Employer. Matt McGrath was present and observed for the Union.

456 of 688 eligible employees cast valid ballots. 71 ballots were invalid. The vast majority of invalid ballots were due to lack of a signature on the ballot envelope, lack of ballot envelope, late post-mark, or other non-compliance with the instructions. The Employer challenged five ballots as cast by employees not eligible to vote due to no longer being in the bargaining unit, and the Union agreed. The Employer challenged one ballot with a return address that was different from that provided by the Employer. The Union did not agree. The Vermont Labor Relations Board Executive Director Timothy Noonan determined that the ballot was valid, because the Employer had notice the employee was requesting a ballot be sent to a new address and did not object.

The results on the first question of whether employees wished to be included in the bargaining unit were: Yes – 333, No – 122, Void – 1. The results on the second question of whether they wish to be represented for exclusive bargaining purposes by UVM Staff United, AFT Vermont, AFT, AFL-CIO were: Yes – 333, No – 122, Void – 1.

As a result of this election, it is ordered that the UVM Staff United, AFT Vermont, AFT, AFL-CIO, is certified as the exclusive bargaining representative of all full-time and regular part-time employees (9, 10, 11 or 12 month employees) in the C Family (Administrative Support or Clerical), T Family (Technical) and Sp Family (Specialized) in the University of Vermont classification system in the following positions: Business Support Assistant (2061, 2063), Business Support Generalist (2071, 2072), Library Support Assistant (2081), Library Support Generalist (2091), Library Support Senior (2101), Office/Program Outreach Support (2111), Office/Program Support Assistant (2021, 2022), Office/Program Support Generalist (2031, 2032, 2033), Services Support Material Specialist (2121, 2122, 2123), Technical Support Generalist (2151), Technical Support Specialist (2171, 2172), Scientific Equipment Technician (non-exempt) (4141), Scientific Electronics Technician (non-exempt) (4131), Biomedical Equipment Technician (non-exempt) (4091), Biomedical Equipment Technician Senior (non-exempt) (4101), Equipment Technician (non-exempt) (4111), Media Technician (non-exempt) (4161), Media Technician Senior (non-exempt) (4271), Research Assistant (4181), Research Project Assistant (4191), Laboratory/Research Technician (4201, 4202, 4203), Laboratory/Research Technician Senior (4211), Equipment Technician Senior (exempt) (4121), Media Broadcast Technician (exempt) (4151), Asset Specialist (non-exempt) (4011, 4012), Business/Accounting Specialist (non-exempt) (4261, 4262), Clinic Assistant (non-exempt) (4311), Communications

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Dated this 2nd day of June, 2021, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

By: /s/ Richard W. Park

Richard W. Park, Chairperson