

VERMONT LABOR RELATIONS BOARD

UVM STAFF UNITED, AFT VERMONT,)	
AFT, AFL-CIO)	
)	DOCKET NO. 21-12
and)	
)	
UNIVERSITY OF VERMONT)	

ORDER OF CERTIFICATION

On April 26, 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 27, 2021, Union filed an Amended Petition. On May 6, 2021, the Employer responded to the amended petition raising various unit determination issues. On May 10, 2021, the Union and Employer agreed that the following bargaining unit is an appropriate unit:

Full-time and regular part-time employees (9, 10, 11 or 12 month employees) in the S (Specialized) Family in the University of Vermont classification system in the following position: Nursing Specialist (4061) and the P (Professional) Family in the University of Vermont classification system and in the following positions: Administrative Coordinator (3091, 3092), Facility Coordinator (3311), Professional Senior Executive Assistant (3561), Safety Coordinator (3601), Technical Safety Officer (3591), Administrative Analyst/Planner (3051, 3052), Administrative Analyst/Planner Senior (3061), Administrative Facilities Professional (3101, 3102), Administrative Facilities Professional Senior (3111, 3112), Administrative Professional (3031, 3032), Administrative Professional Senior (3041, 3042), Communications Professional (3071), Communications Professional Senior (3081), Constituent Relations Professional (3131), Clinical Engineer (3551), Health Care Doctor (3161), Health Care Nurse (3 171), Health Care Provider (3581), Health Care Counselor (3201), Health Care Counselor Senior (3211), Health Care Professional (3191), Health Care Professional Senior (3531), Information Technology Specialist (3501), Information Technology Professional (3251), Information Technology Professional Senior (3261), Outreach Coordinator (3521), Outreach Professional (3331), Outreach Professional Senior (3341), Career Development Counselor (363 1), Library Professional (343 1), Residence Director (3641), Academic Services Professional (3351), Academic Services Professional Senior (3361), Enrollment Management Professional (3401), Enrollment Management Professional Senior (3411), Student Life Professional (3441), Student Life Professional Senior (3451), Student Services Professional (3471), Student Services Professional Senior (3481), Research Analyst (3301, 3302), Research Engineer (3281), Research Specialist (3291), excluding all temporary employees, work-study students, confidential employees, supervisory employees and managers.

On May 28, 2021, as provided in its May 13, 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 June 17, 2021, ballots were counted in the Labor Relations Board Hearing Room. Ballots were counted by agents for the Board, Richard W. Park, Chair, Judith L. Dillon, Executive Director, and Melinda Moz-Knight, Clerk. Mary Brodsky and Peter Blackmer were present and observed for the Employer. James Richmond and Brendan O'Neill were present and observed for the Union.

484 of 663 eligible employees cast valid ballots. A total of 32 ballots were invalid due to either lack of signature on the ballot envelope or lack of ballot envelope. The Employer challenged three ballots as cast by employees not eligible to vote due to no longer being in the bargaining unit, and the Union agreed.

The results on the first question of whether employees wished to be included in the bargaining unit were: Yes – 389, No – 94, 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 – 384, No – 99, 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 S (Specialized) Family in the University of Vermont classification system in the following position: Nursing Specialist (4061) and the P (Professional) Family in the University of Vermont classification system and in the following positions: Administrative Coordinator (3091, 3092), Facility Coordinator (3311), Professional Senior Executive Assistant (3561), Safety Coordinator (3601), Technical Safety Officer (3591), Administrative Analyst/Planner (3051, 3052), Administrative Analyst/Planner Senior (3061), Administrative Facilities Professional (3101, 3102), Administrative Facilities Professional Senior (3111, 3112), Administrative Professional (3031, 3032), Administrative Professional Senior (3041, 3042), Communications Professional (3071), Communications Professional Senior (3081), Constituent Relations Professional (3131), Clinical Engineer (3551), Health Care Doctor (3161), Health Care Nurse (3171), Health Care Provider (3581), Health Care Counselor (3201), Health Care Counselor Senior (3211), Health Care Professional (3191), Health Care Professional Senior (3531), Information Technology Specialist (3501), Information Technology Professional (3251), Information Technology Professional Senior (3261), Outreach Coordinator (3521), Outreach Professional (3331), Outreach Professional Senior (3341), Career Development Counselor (3631), Library Professional (3431), Residence Director (3641), Academic Services Professional (3351), Academic Services Professional Senior (3361), Enrollment Management Professional (3401), Enrollment Management Professional Senior (3411), Student Life Professional (3441), Student Life Professional Senior (3451), Student Services Professional (3471), Student Services Professional Senior (3481), Research Analyst (3301, 3302), Research Engineer (3281), Research Specialist (3291), excluding all temporary employees, work-study students, confidential employees, supervisory employees and managers.

Dated this 30th day of June, 2021, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

By: /s/ Richard W. Park

Richard W. Park, Chairperson