

## Vermont Labor Relations Board

AMERICAN FEDERATION OF	]	
TEACHERS, LOCAL #3424,	]	
Petitioner	]	
- and -	]	DOCKET #77-40R
RICHFORD BOARD OF SCHOOL	]	
DIRECTORS,	]	
Employer	]	

### ORDER

#### Statement of the Case.

The above captioned matter came on for hearing before the Vermont Labor Relations Board at the Highway Board Room, Montpelier, Vermont on Friday, 25 March, 1977 upon the petition of Vermont Federation of Teachers dated 18 February 1977. The petitioner was represented by John B. McShane, its President, and the employer was represented by Robert J. Kurrle, Esquire, its attorney. Also present and appearing for the employer were Audree Donlon, School Director, Forrest Farnum, Superintendent of Schools, and Richard Casey, Esquire.

#### Findings of Fact.

1. The Board finds that an Agreement exists between the parties dated February 1976 which is in effect through 30 June 1978 (Joint Exhibit 1).

2. The Board finds that the petitioner reopened the contract for negotiations for the contract year 1977-78 as to "base salary and health insurance" only, under the reopener

clause contained in the preamble to the agreement.

3. The Board finds that five or six bargaining sessions have been held between the parties, the last meeting being on 22 January 1977 and the first meeting in late November or early December of 1976.

4. The Board finds that the provisions as to a new health insurance coverage have been negotiated and agreed upon.

5. The Board finds that an impasse exists on the question of base salary, the employer offering a ten (10%) percent increase for extra curricular activities and an increase to a base salary to \$7,300.00, and the petitioner requesting a minimum base salary of \$7,800.00.

6. The petitioner finds that the present base salary is \$7,100.00.

7. The Board finds that a neighboring school district, the Town School District of Enosburg, has negotiated a base salary for fiscal year 1977-78 in the amount of \$7,171.00.

8. The Board finds that further negotiations would be reasonable and productive.

Order.

In consideration of the foregoing, it is hereby ORDERED:

1. The above captioned matter is continued for a period of thirty (30) days from the date hereof.

2. If, during the period of thirty (30) days, either party has moved that the case be brought forward on the docket,

then the Board will file a decision or final order based on the above findings and evidence.

3. If no such request has been made within the period of thirty (30) days, the petition shall be, and hereby is, DISMISSED.

Dated at Brattleboro, Vermont this 5th day of April, 1977.

VERMONT LABOR RELATIONS BOARD



By John S. Burgess  
JOHN S. BURGESS, CHAIRMAN  
William G. Kemsley Sr.  
WILLIAM G. KEMSLEY, SR.  
H. James Wallace  
H. JAMES WALLACE

## Vermont Labor Relations Board

AMERICAN FEDERATION OF TEACHERS,	]	
LOCAL #3424,	]	
Petitioner	]	
- and -	]	DOCKET #77-40R
RICHFORD BOARD OF SCHOOL DIRECTORS	]	
Employer	]	

### SUPPLEMENTAL ORDER

#### Statement of the Case.

The above captioned matter came on for hearing before the Vermont Labor Relations Board at the Jury Lounge, first floor, Chittenden County Courthouse, Main Street, Burlington, Vermont on March 25, 1977. The petitioner was represented by John B. McShane, its President, and the Employer was represented by Robert J. Kurrle and Richard Casey, Esquires, its attorneys. Also present and appearing for the Employer were Audree Donlon, a School Director and Forrest Farnum, Superintendent of Schools. The Board issued its Order and Findings of Fact dated 5 April 1977, and filed the same day.

Since 25 March 1977 the Board has received a communication from Attorney Kurrle indicating agreement on his part to obtain federal mediation through the Federal Mediation & Conciliation Service, which letter was dated 1 April 1977 and filed 4 April 1977. Further, the Board has received a communication from Mr. McShane dated 21 April 1977 and filed

22 April 1977 in which he requests that the Board bring the case forward on its docket for final decision in accordance with the provisions of Paragraph 2 of the Order.

Findings of Fact.

1. The Board reaffirms and makes reference to the Findings of Fact 1 through 8 contained in its Order of 5 April 1977.

2. The Board finds that the petitioner has requested that the matter be brought forward on the docket in accordance with the provisions of Paragraph 2 of the previous Order.

3. The Board is unable to find that the Employer has committed an unfair labor practice within the meaning of Title 21, Vermont Statutes Annotated, Section 1726.

4. The Board finds that it would be in the best interests of the parties and of the general public that the parties resume bargaining as to those matters now in dispute under the reopener clause of their contract and that they continue such bargaining prior to any fact finding under the provisions of 21 V.S.A., Section 1732.

5. The exhibits and transcripts are made a part of these Findings for purposes of review by the Supreme Court.  
Order.

In consideration of the foregoing, it is hereby ORDERED:

1. That during the period of thirty (30) days from the

date hereof, the parties shall continue to bargain in good faith as to the issues now remaining unresolved between them; and further, that there shall be at least two bargaining sessions of reasonable duration during the next thirty (30) day period.

2. Following the expiration of thirty (30) days this petition shall be, and it hereby is, DISMISSED.

Dated at Brattleboro, Vermont this 12th day of May, 1977.

VERMONT LABOR RELATIONS BOARD

By John S. Burgess  
JOHN S. BURGESS, CHAIRMAN  
William G. Kemsley Sr.  
WILLIAM G. KEMSLEY, SR.  
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