Pursuant to an order of the Vermont Labor Relations Board dated April 20, 2021, an election by mail ballot will be conducted by the Vermont Labor Relations Board among 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.

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

Provision for Listing of Eligible Voters

By April 22, 2021, the Employer shall provide to the Board and the Union a list of employees in the proposed bargaining unit which includes the home mailing addresses of employees. By April 23, 2021, the Employer shall post a list next to the Notice of Election on the website uvm.edu/hr/hrs/election, providing only the names of employees arranged in alphabetical order. If the Union wishes to challenge the inclusion of a name on the list or the exclusion of a name from the list, it must file such challenge with the Board, with a copy to the Employer, by April 23, 2021, stating the reason(s) for the challenge(s). The Board shall resolve any voter eligibility disputes by April 27, 2021.

Provision for Conducting Election by Mail Ballot

This secret ballot election shall be conducted by mail. On April 28, 2021, the Board shall mail ballots to all employees deemed eligible to vote and shall include directions on the procedure for returning the ballots to the Board. Mail ballots must be postmarked by employees by May 13, 2021. An employee may request the Board to send a ballot in advance of April 28 if the employee’s circumstances make it difficult to meet the normal timeframe for returning ballots. If an employee who is sent a mail ballot on April 28 wishes to be sent a second ballot either because he or she did not receive the first ballot, misplaced the ballot or spoiled the ballot, he or she can secure a second ballot by requesting the Board to send a second ballot.

**IMPORTANT – PLEASE NOTE – THIS IS PAGE ONE OF TWO PAGES**
**IMPORTANT – PLEASE NOTE – THIS IS PAGE TWO OF TWO PAGES**

The election ballot shall read as follows:

**Sample of Official Ballot**

**QUESTION 1:**

Do you wish to be in a collective bargaining unit comprised 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 (2121, 2122), Office/Program Support Generalist (2131, 2132, 2133), Support Material Specialist (2141, 2142, 2143), Technical Support Generalist (2151), Technical Support Specialist (2161, 2162), Scientific Equipment Technician (non-exempt) (4141), Scientific Equipment Technician (non-exempt) (4161), Biomedical Equipment Technician (non-exempt) (4091), Biomedical Equipment Technician Senior (non-exempt) (4101), Equipment Technician (non-exempt) (4111), Media Technician (non-exempt) (4111), 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 (non-exempt) (4211), Media Broadcast Technician (non-exempt) (4251), Media Broadcast Technician (exempt) (4251), Business/Accounting Specialist (non-exempt) (4261, 4262), Clinic Assistant (non-exempt) (4271), Communications Specialist (non-exempt) (4341), Data Specialist (non-exempt) (4321), Information Technology Assistant/Programmer (non-exempt) (4031), Medical Laboratory Specialist (non-exempt) (4291), Medical Technician (non-exempt) (4051), Medical Technician (exempt) (4051), Medical Technician (non-exempt) (4051), Outreach Specialist (non-exempt) (4351), Process Coordinator (non-exempt) (4071, 4072), 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?

YES \[ \]

NO \[ \]

**QUESTION 2:**

Do you wish to be represented for exclusive bargaining purposes by UVM Staff United, AFT Vermont, AFT, AFL-CIO?

YES \[ \]

NO \[ \]

Both Questions 1 and 2 should be answered. Please indicate your choice by placing an “X” in the proper box.

**Provision for Counting of Ballots**

The votes will be counted on May 19, 2021, at 10:00 a.m. in the Labor Relations Board hearing room. If fifty percent or more of the votes on Question 1 on the ballot is “no”, then no tally will be made of Question 2, and the employees will be deemed to have voted not to be organized into the bargaining unit. If the majority of votes on Question 1 on the ballots is “yes”, then the results of Question 2 on the ballots will be tallied to determine whether the employees wish to be represented by the UVM Staff United, AFT Vermont, AFT, AFL-CIO.

**VERMONT LABOR RELATIONS BOARD**

By: \[ Signature \]

Timothy J. Noonan, Executive Director