



**New England Consortium**  
of State Labor Relations Agencies

Connecticut • Maine • Massachusetts • New Hampshire • New York • Rhode Island • Vermont

# Agency Summaries

**April 2015**

**NEW ENGLAND CONSORTIUM  
OF STATE LABOR RELATIONS AGENCIES  
AGENCY SUMMARIES  
April 2015**

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## AGENCY SUMMARIES

### Connecticut State Board of Labor Relations

#### **Agency Mission:**

The Connecticut State Board of Labor Relations administers the major portion of four collective bargaining statutes covering state and municipal employees, teachers and certain private sector employees. The Board is a quasi-judicial agency which conducts hearings and issues decisions concerning prohibited practice complaints and representation issues. The Board also is empowered to promulgate regulations, determine scope of bargaining questions and issue declaratory rulings.

#### **Structure and Procedures:**

The Board consists of three regular members and any number of alternate members. The Governor appoints the regular members for four year terms coterminous with the Governor. The alternate members are appointed for one year terms. The members are not designated as "labor," "management," and "neutral." A three (3) member panel conducts hearings, although two (2) members constitute a quorum.

The Board staff consists of an Agent, Assistant Agents, General Counsel, Assistant General Counsel and secretarial employees. The Agent and Assistant Agents "intake" all administrative filings, and investigate unfair labor practice complaints and representation petitions. The Agent has broad authority, including the authority to conduct elections prior to holding a hearing regarding unit objections and to recommend dismissal of unfair labor practice complaints. After the Agent makes a recommendation regarding a complaint, parties have an automatic right of appeal to the Board for a hearing *de novo*. The General Counsel and Assistant General Counsel advise the Board in all legal matters and represent the Board in court proceedings.

#### **Statutes Administered by Board:**

The Board administers the following four statutes:

State Labor Relations Act (Conn. Gen. Stat. Section 31-101 et seq.) - This was enacted in 1945, and is modeled after the original Wagner Act with certain differences. It covers private employers who do not meet the jurisdictional requirements of the National Labor Relations Board. The Act creates and defines the Board and its functions.

State Employee Relations Act (Conn. Gen. Stat. Section 5-270 et seq.) - This was enacted in 1975, and was last amended in 1993. Some features of the Act are: requires agency fee payment; provides for mandatory binding arbitration but the arbitration award may be rejected by the legislature and returned to the parties for bargaining; prohibits strikes; excludes elected and appointed officials, board and commission members, and managerial employees as defined in statute.

Municipal Employee Relations Act (Conn. Gen. Stat. Section 7-467 et seq.) Some features of the act are: covers municipal employees except certified employees of boards of education; prohibits strikes; provides for mandatory binding arbitration; bargaining is conducted by the municipality's chief executive officer or designee but portions of a collective bargaining agreement must be approved by the legislative body under certain circumstances.

Teacher Negotiation Act (Conn. Gen. Stat. Section 10-153a et seq.) - The Board has jurisdiction only over resolution of prohibited practice complaints of teachers and school boards. Jurisdiction for representation issues lies with the Connecticut Department of Education.

## **Connecticut State Board of Mediation and Arbitration**

### **Agency Mission:**

The State Board of Mediation and Arbitration is a state agency that is empowered under Chapter 560 of the Connecticut General Statutes. The objectives of the Board are to save jobs by maintaining peaceful employer/employee relations and to promote equity between labor and management by resolving labor disputes. This is accomplished through the mediation and arbitration services available to employers and employee organizations in the public and private sectors.

### **Structure and Procedures:**

The Board consists of six permanent members, two representing employers, two representing employees and two representing the public in general. No public member may have been the representative of any employer or employee in a labor dispute during the five years immediately preceding the year of his/her appointment. The Governor appoints the members of the Board for four (4) year terms coterminous with the Governor. The Governor may appoint any number of alternates for a period of up to one year or until a replacement is appointed.

The six-member board establishes policy and promulgates regulations for the operation of the board. It provides advice and consent to the Labor Commissioner on the appointment of full-time mediators who are responsible to the board.

The Board provides arbitration services for the purpose of arbitration of disputes over the application and/or interpretation of the terms of a written collective bargaining agreement. Hearings are held before tri-partite panels or a third party neutral. The Board provides mediation services to private/public employers and employee organizations for the purpose of settlement of grievances or mediation of impasses in contract negotiations.

### **Statutes Administered by the Board:**

The Board administers binding interest arbitration pursuant to Section 7-473c of the Connecticut General Statutes under the Municipal Employees Relations Act, and Section 5-276 of the Connecticut General Statutes under the State Employees Relations Act.

## Maine Labor Relations Board

### **Purpose:**

The purpose of the Maine Labor Relations Board and its affiliated organizations - the Panel of Mediators and the State Board of Arbitration and Conciliation - is to foster and improve the relationship between public employers and their employees. Included within the Board's jurisdiction are State Executive, Legislative and Judicial, municipal, school department, county, University of Maine System, Maine Community College System, and Maine Maritime Academy employees.

### **Functions:**

The Board has three primary responsibilities: 1) representation cases, 2) prohibited practice cases, and 3) dispute resolution services. In representation cases, the Board facilitates agreement on creation or modification of bargaining units. In the absence of agreement, the Board conducts evidentiary hearings to fashion or alter the composition of appropriate bargaining units. The Board also conducts secret ballot elections through which bargaining unit employees decide whether they wish to be represented by a particular bargaining agent.

The Board adjudicates prohibited practice cases through a formal, quasi-judicial hearing process. The Board enforces statutory employee, employer and union rights and obligations under the various labor relations statutes.

The Board provides direct mediation and fact-finding services to assist parties to reach accord on initial and successor collective bargaining agreements; the Board also assists parties in resolving contract grievance disputes by providing grievance mediation, conciliation and arbitration services.

### **Operational Methods and Procedures:**

The Labor Relations Board consists of a small, primarily professional staff and supports a complement of *per diem* appointees. The nine members of the Labor Relations Board are gubernatorial appointees, who are confirmed by the Legislature. The nine members of the State Board of Arbitration and Conciliation are direct gubernatorial appointees, and the ten members of the Panel of Mediators are nominated by the Labor Relations Board and are appointed by the Governor. These 28 individuals are compensated almost exclusively through user fees. The Board staff consists of five employees.

Representation Cases: These cases are initiated by the filing of a petition for unit determination, unit clarification, and/or election. Upon receipt of a unit petition, a Board attorney contacts the parties, explains relevant precedent and explores the possibility of getting agreement to resolve the issue. If no agreement is reached, an evidentiary hearing on the petition is scheduled and is conducted by a different Board attorney, who has no knowledge of the settlement discussions. Formal written unit reports, including findings of fact and conclusions of law, are issued in litigated cases. Such reports are subject to appellate review by the Labor Relations Board in a formal, quasi-judicial appellate proceeding, based on the record, including a verbatim transcript of the initial proceeding before the staff attorney.

Prohibited Practice Cases: These cases are initiated by the filing of a complaint. The complaint is reviewed for legal sufficiency by the executive director who, in cases where the complaint is insufficient, issues a notice permitting the complainant to amend the complaint within a 15-day period or face dismissal. Sufficient complaints are scheduled for prehearing conference before one of the neutral members of the board, who attempts to clarify the issues, identify relevant witnesses and documents, and explore the possibility of settling the dispute at the prehearing conference. A three (3) member panel of the Labor Relations Board, who are assisted by Board Counsel, then hears unsettled cases. The Board receives evidence and argument in a formal, quasi-judicial hearing. After the Board deliberates, a formal, written opinion, including relevant findings of fact and conclusions of law, are prepared by the Board Counsel and circulated among the panel members, who either agree therewith or suggest modifications thereto. The Board Counsel also drafts any dissenting opinions. Board Counsel represents the Board in the courts on appeals of the Board's decisions.

Dispute Resolution Services: Upon receipt of a request for mediation, fact finding, or contract grievance arbitration services, a member of the Panel of Mediators, private fact finders, or a panel of the State Board of Arbitration and Conciliation is assigned, as appropriate, and such personnel provide the requested services directly to the parties. Staff attorneys provide legal research and advice to the Panel of Mediators and State Board of Arbitration and Conciliation.

**Administrative Services:**

The Board's administrative staff collects user fees from parties who use the various per diem services, disburses such revenues to the various board and panel members, and performs the necessary accounting functions associated with the operation of the special revenue account for this purpose. Consistent with the quasi-independent status of the agency, the Board Executive Director is responsible for preparation and management of the agency's budget and direction, supervision, evaluation and performance of human resources functions for the Board staff.

## **Commonwealth of Massachusetts**

### **Department of Labor Relations**

#### **Agency Mission:**

The Department of Labor Relations (DLR) was established in November, 2007 pursuant to Chapter 145 of the Acts of 2007. This legislation formally merged the former Labor Relations Commission and the Board of Conciliation and Arbitration. The DLR now consists of 1) A Dispute Resolution Office; 2) An Advisory Council; 3) The Commonwealth Employment Relations Board; and 4) The Joint Labor Management Committee. Although organizationally within the DLR, the Joint Labor Management Committee retains its unique structure and mission. A Director, who is appointed by the Governor, administers the DLR. The Director's duties are set forth in M.G.L. c 23, §§9R(c) and (d).

#### **Office of Dispute Resolution**

The Office of Dispute Resolution consists of hearing officers, mediators, arbitrators, investigators and other skilled professionals who attempt, through the use of pre-hearing investigative conferences, hearings, mediation, deferral to arbitration and other dispute resolution procedures, to resolve any labor dispute brought to the attention of the DLR. Such staff may be assigned to investigate labor disputes pursuant to section 11 of M.G.L. c. 150E, to mediate labor disputes pursuant to Section 9 of Chapter 150E, to assist the Joint Labor Management Committee in the investigation of disputes involving municipal police and fire departments and to perform such other duties as the DLR may require.

#### **Advisory Council**

The Advisory Council is a 13-member body comprised of five members or representatives of public sector labor unions, five representatives of public sector managers, including the Director of Employee Relations for the Commonwealth, and three at-large members, all of whom are appointed by the Governor. The Advisory Council advises the DLR concerning policies, practices and other matters that may assist the DLR in discharging its labor relations duties. The Advisory Council also screens, interviews, and submits names to the Governor for the positions of CERB Chair, CERB members, and DLR Director. The Advisory Council is required by statute to meet at least four times a year.

#### **The Commonwealth Employment Relations Board**

The Commonwealth Employment Relations Board (CERB) is the adjudicatory body within the DLR responsible for reviewing orders and issuing decisions under M.G.L. c. 150E and M.G.L. c. 150A. The CERB is comprised of one full-time chair and two per diem Board members, who are appointed by the governor for staggered five year terms. The duties and qualifications of CERB members are set forth in M.G.L. c. 23, §§9R (a)-(c).

Mission Statement: As set forth in M.G.L. c. 23, §9O:

It is hereby declared to be the public policy of the commonwealth that the best interests of the people of the state are served by the prevention or prompt settlement of labor disputes; and it shall be the responsibility and objective of the division to take such steps as will most effectively and expeditiously encourage the parties to a labor dispute to agree on the terms of a settlement or to agree on the method and procedures which shall be used to resolve a dispute.

It is recognized that a constructive and harmonious long-term collective bargaining relationship is the most positive way to avoid labor disputes and, such a relationship can be effectively developed in the public sector through the use of joint labor management committees.

**Publications:** All final Board decisions are written and are published for the benefit of the public and the labor community in the Massachusetts Labor Cases, a private reporter service. The Board's decisions also are available by Internet subscription through the Social Law Library.

## **Massachusetts Joint Labor Management Committee for Municipal Police and Fire**

### **Agency Mission:**

The purpose of the Joint Labor-Management Committee is to encourage parties to collective bargaining disputes involving municipalities and their police officers and fire fighters to agree directly on the terms of such agreements or on a procedure to resolve disputes. In difficult cases, the Committee may, in addition to mediation and conciliation, use fact-finding, limited arbitration, or other methods of dispute resolution using outside neutrals or members of the Committee. The Committee makes every effort to achieve voluntary settlements and to encourage a constructive long-term relationship between parties. In fulfilling its mission, the Committee relies on the unique tripartite membership drawn from the leadership of statewide police and fire fighter organizations, municipal management and public neutrals. The Committee also serves as forum for discussion of larger issues of mutual concern to municipal management, police and fire fighter organizations and the public.

### **Structure:**

The Committee's tripartite structure is comprised of twelve members (six management, three police union and three fire union) who are appointed by the Governor for overlapping three year terms from nominations by their respective municipal and union organizations. Members (and alternate members) serve without compensation, and form the strength of the agency by virtue of their peer approach in dispute resolution. Members nominate to the Governor a neutral chairman and vice chairman, also for three-year terms. Currently John W. Hanson serves as the Chairman. The staff consists of two staff representatives (one each from labor and management backgrounds) as an extension of the peer utilization approach.

## **New Hampshire Public Employee Labor Relations Board**

### **Agency Jurisdiction/Activity:**

Unit formation/modification, certification-challenge-decertification representation elections held on site or via mail ballot, unfair labor practice complaints, declaratory rulings, neutral appointments-mediators, fact finders, arbitrators, website development/maintenance. Contested cases are decided following evidentiary hearing by hearing officer or board panel. Decisions are subject to internal review, and then discretionary appeal to NH Supreme Court.

## **New York State Public Employment Relations Board**

### **Agency Mission:**

PERB was created by the Public Employees' Fair Employment Act of 1967, and its mission is the enforcement of the Act; the protection of the rights of public employees to organize without interference or detriment; the assurance that public employers and employee representatives will engage in good faith collective bargaining to determine public employees' terms and conditions of employment; the determination of appropriate bargaining units and the direction of the process of representative selection; and issuance of determinations on charges of improper employment practices. The agency also has the statutory responsibility to provide impasse resolution services (i.e., mediation, fact finding and interest arbitration) and to determine whether strikes, prohibited by the Act, have taken place. PERB has jurisdiction over approximately 4,900 bargaining units in New York State, cities, towns, villages, school districts, public authorities and non-mayoral agencies of New York City. Effective July 2010, PERB also administers the New York State Employment Relations Act. This requires the agency to provide private sector employers in New York and the representatives of their employees that do not fall under the jurisdiction of the National Labor Relations Act or Railway Labor Act, similar labor and employment oversight as described for the public sector.

### **The Board:**

The Board is composed of three members, all appointed by the Governor and subject to confirmation by the New York State Senate. The Governor designates one of the members to serve as the full-time Chairperson. The other two members are per diem members and may pursue other non-public employment. Each member is appointed for a six (6) year term, with one of the three (3) terms expiring every other year. The Chairperson, in addition to being a member of the Board, is the chief executive officer for the agency, responsible for carrying out policies set by the Board and for overseeing the function and administration of program sections.

The responsibilities of the Board include: 1) setting policy standards for the agency; 2) issuing final agency rulings on appeal or recommendation from decisions and rulings by agency program sections; 3) assigning appropriate penalties against unions found to have engaged in illegal work stoppage activities; 4) issuing rulings, as appropriate, regarding certification of unions seeking to represent employees and the proper maintenance of provisions and procedures by local governments establishing "mini-PERBs"; 5) enacting Rules of Procedure by which parties and agency personnel are bound; and 6) maintaining an appropriate panel of qualified labor relations neutrals to provide mediation, fact-finding and interest arbitration services.

### **Deputy Chair and Counsel/ Director of Litigation:**

Function as the Board's counsel on a variety of legal issues including legislation and Board decisions. The Associate Counsel and Director of Litigation represents the Board in court on appeals from its decisions, and is responsible for seeing enforcement of Board orders where there is a failure by the parties to comply. It issues charges against unions which may have engaged in an illegal strike, and conducts oversight of mini-PERB's to ensure conformity with the Taylor Law. Additionally, Counsel's office is responsible for the injunctive relief program enacted on January 1, 1995.

**Employment Practices and Representation:**

The Office of Employment Practices and Representation's primary area of responsibility is the processing and determination of employer, union and employee improper and unfair labor practice charges and representation cases. Also included are applications by public employers to designate certain of their employees as managerial or confidential and petitions seeking unit placement or unit clarification. Improper and unfair labor practices are charges filed by individuals, employee organizations or public employers, alleging violations of the Acts.

**Conciliation Section:**

The Office of Conciliation has primary responsibility for providing collective bargaining related dispute resolution services throughout the state. The three primary functions for which the Office is responsible are: 1) administration of the impasse resolution procedures, including mediation, fact-finding, and interest arbitration; 2) administration of the voluntary grievance arbitration and staff mediation/arbitration procedures; and 3) administration of the Labor-Management Committee program.

The Conciliation office also maintains and makes available on the agency's web site a collection of approximately 4,900 collective bargaining agreements that exist between public employers and employee organizations.

## **Rhode Island State Labor Relations Board**

### **Agency Mission:**

The Rhode Island State Labor Relations Board administers and enforces the provisions of the RI State Labor Relations Act (RI General Laws 28-7, et.seq.) and its Amendments. The Board is responsible for determining the appropriateness of collective bargaining units, certifying employees' representatives, and remedying and preventing unfair labor practices. The public policy of the State of Rhode Island is to encourage collective bargaining and protect employees in the rights to organize and belong to unions. Neither the Director of the Department of Labor and Training, nor any board or other agency, shall review, modify or reverse any decision or finding of the Board, or supervise or control the Board in performing its duties as defined by law.

### **Structure:**

The Board is composed of seven (7) members who are appointed by the Governor, with the advice and consent of the Senate. Three (3) members of the Board represent Labor, three (3) members represent Management, including at least one (1) member of Local Government, and one (1) member is a representative of the Public generally. The Board member appointments are for terms of six (6) years; the Governor designates one member to serve as Chairperson of the Board. Two (2) members of the Board constitute a quorum, pursuant to R.I.G.L. 28-7-5.

The seven-member Board generally meets monthly to decide cases pending before it. In addition, the Board meets several additional times per month to hold formal hearings on pending matters. The Board's staff consists of its Administrator and the Labor Board Case Agent. The Board also retains the services of outside, independent legal counsel.

State law does not expressly limit the Board's jurisdiction over employers; however, the Board's jurisdiction over employers is preempted as to certain employers by federal law. As a practical matter, for many years the Board's cases have been limited to municipal, state, quasi-state, and quasi-municipality (various "authorities") employers.

### **Statutes Administered by the Board:**

The Rhode Island State Labor Relations Board was established by Public Law in 1941 to administer the provisions of the Rhode Island State Labor Relations Act (RI General Laws 28-7, et.seq.), and the following amendments to the Act:

R.I.G.L. §28-9.1	Firefighters' Arbitration Act
R.I.G.L. §28-9.2	Municipal Police Arbitration Act
R.I.G.L. §28-9.3	Certified School Teachers' Arbitration Act
R.I.G.L. §28-9.4	Municipal Employees' Arbitration Act
R.I.G.L. §28-9.5	State Police Arbitration Act
R.I.G.L. §28-9.6	911 Employees' Arbitration Act
R.I.G.L. §28-9.7	Correctional Officer's Arbitration Act
R.I.G.L. §36-11	State Employees' Arbitration Act

## **Functions of the Board:**

Representation Petitions - Representation petitions are filed in accordance with R.I.G.L. §28-7-9. Upon the filing of a valid Petition for Representation, the Board conducts an informal proceeding to assist the parties in attempting to reach an agreement on the appropriate unit of employees for representation. The employer may agree to voluntarily recognize the union or the parties may agree to the conducting of a consent election by the Board. If parties cannot agree on the bargaining unit, the Board may either decide to proceed to formal hearing or dismiss the petition based on objections raised at the informal hearing. If the petition proceeds to formal hearing, the Board will issue a decision and order on pending unit issues and either direct an election or dismiss the petition. If an election is directed, the Administrator of the Board will conduct a second informal hearing to schedule the time, date and place of election.

In addition to representation petitions, the Board oversees Unit Clarification/ Accretion Petitions to allow for changes to existing bargaining units when new positions are created or there are changes to existing positions. Once a petition is filed, an informal hearing is scheduled with representatives of the employer and the union. If the parties are unable to reach agreement at an informal hearing, an investigation is conducted by the Board investigator. The Board, based on the investigative information, may issue a dismissal order and make no change to the bargaining unit; make a preliminary determination as to the inclusion and/or exclusion of position(s); proceed to a formal hearing; or request additional information. If a formal hearing is conducted, the Board issues a written decision and order.

Unfair Labor Practice Charges: R.I.G.L. §28-7-13 and 13.1 list employer and union unfair labor practices. Once a charge has been filed, the Board's Administrator conducts an informal hearing to obtain information from the employer and the union. Board Members review the information gathered in the investigation and either dismiss the charge or decide to issue a complaint. If a complaint is issued, there is a formal hearing before the Board. Subsequently, the Board issues a written decision and order.

## **Websites and Publications:**

More information regarding the RI State Labor Relations Board may be found on its website at [www.dlt.ri.gov/lrb](http://www.dlt.ri.gov/lrb). The website encompasses certifications and decisions of the Board dating back to the year 2000, as well as the Board's Rules and Regulations, the Board's monthly meeting and formal hearing schedules, the Board's agendas and open minutes, forms and petitions, the State Labor Relations Act and its Amendments.

## Vermont Labor Relations Board

### **Agency Mission:**

The Vermont Labor Relations Board administers the State Employees Labor Relations Act ( 3 V.S.A. Section 901 et seq., enacted in 1969), the Judiciary Employees Labor Relations Act (3 V.S.A. Section 1010 et seq., enacted in 1998), the State Labor Relations Act (21 V.S.A. Section 1501 et seq., enacted in 1967), the Municipal Employee Relations Act (21 V.S.A. Section 1721 et seq., enacted in 1973), the Labor Relations For Teachers Act (16 V.S.A. Section 1981 et seq., enacted in 1969), the Independent Direct Support Providers Labor Relations Act (21 V.S.A. Section 1631 et seq., enacted in 2013), and the Early Care and Education Providers Labor Relations Act (33 V.S.A. Section 3601 et seq., enacted in 2014).

The Board, similar to other state labor relations boards, determines appropriate bargaining units, conducts union representation elections, and adjudicates unfair labor practice charges in cases between employers and employees under the Board's jurisdiction - i.e., State of Vermont, Vermont State Colleges, University of Vermont, municipalities, school districts, and small private operations. In addition, unlike other state labor relations boards, the Board also arbitrates grievances of employees of the State of Vermont, the Vermont State Colleges and the University of Vermont under the State Employees Labor Relations Act. The Board provides assistance in resolving negotiations impasses under the State Employees Act and the Judiciary Employees Act, and decides various other types of appeals pursuant to miscellaneous statutory provisions.

### **Structure:**

The Board consists of six part-time members. A panel of three Board members generally hears and decides each case which goes to a hearing. The Board has two employees - Executive Director and Clerk.

### **Procedures:**

Unit Determinations and Representation Elections - Upon the filing of a petition for election of collective bargaining representative or a unit clarification petition, Board staff intervene to seek to resolve any unit determination issues in dispute. Unit disputes are informally resolved in many instances; if unit issues are not informally resolved, then a panel of three Board members decides the matter after a hearing and filing of briefs. When petitions for election or decertification of a collective bargaining representative are filed, Board staff conduct representation elections once unit issues are resolved.

Unfair Labor Practices: - Upon filing of unfair labor practice charges, the Board seeks an informal response from the employer or union against whom the charge was filed. The Board Executive Director typically meets with the parties to investigate the charge and explore its informal resolution. If the Board exercises its discretion to not issue an unfair labor practice complaint and not hold a hearing on the charge, the Board issues a Memorandum and Order explaining its reasons. If a complaint is issued, a three (3) member panel of the Board conducts an evidentiary hearing, governed by the Rules of Evidence. The parties file post-hearing briefs. The Board then issues a written decision.

Grievances - Grievances under the State Employees Labor Relations Act comprise a substantial part of the caseload of the Board. Once a grievance is filed and the employer has filed an answer to it, the Board Executive Director often meets with the parties in informal status conferences or pre-hearing conferences to explore informal settlement of the grievance, discuss discovery issues, clarify issues, and/or seek to narrow the issues. If a grievance is not informally resolved and is not otherwise dismissed pursuant to a motion, a three (3) member panel of the Board hears the grievance. Grievance hearings are more informal than unfair labor

practice hearings in that they are not governed by the Rules of Evidence. The parties file post-hearing briefs. The Board then deliberates, and issues a written decision.

### **Appeal and Enforcement of Board Decisions:**

Board decisions generally may be appealed directly to the Vermont Supreme Court on questions of law. The Board decides whether its decisions should be stayed pending appeal, and that stay decision also may be appealed to the Supreme Court. Board decisions are enforceable by a party or the Board in superior court.

### **Publications and Educational Services:**

The Board has Rules of Practice specific to each of the labor relations acts which it administers. The Board has published annual volumes covering the years 1977 through the present. The Board also publishes for purchase a Guide to Vermont Labor Relations Statutes, the purpose of which is to keep practitioners before the Board fully aware of case law precedents. The Guide is updated annually, and contains: 1) copies of Vermont labor relations statutes, 2) a cumulative subject index of all Board decisions since 1977, 3) a cumulative alphabetical index of all Board decisions since 1977, 4) a cumulative subject index of Vermont Supreme Court public sector labor relations decisions, 5) a digest of all Vermont Supreme Court decisions on appeals of Board decisions, and 6) the Board *Rules of Practice*. The Board also issues a book authored by its Executive Director, *The Evolving Vermont Labor Relations Law*, which presents Vermont labor relations practitioners with a comprehensive treatment of statutory, case law and administrative developments impacting labor relations in the state.

In addition to these publications, the Board has expanded and improved its website. This provides access to all Board decisions, Board publications, other resources and upcoming events. The Board also conducts labor relations conferences and training sessions. The Board is an active member of the Association of Labor Relations Agencies and the New England Consortium of State Labor Relations Agencies.



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