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STATE OF VERMONT

Labor Relations Board

SEARCH

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BOARD MEMBERS

Edward W. Clark, Jr. was appointed to the Labor Relations Board in December 2012 replacing Louis Lacroix. Mr. Clark has had considerable experience in the labor relations arena both as an advocate and as a mediator. He worked for and held elected positions in trade unions in both North America and in Europe for thirty five years. He worked more than two decades with the Union of Needletrades, Industrial and Textile Employees (UNITE) culminating with six years as the Executive Vice President. In this role, he had overall responsibility along with the President for the management of 250,000 members in the United States and Canada. He has also worked as a mediator and arbitrator in the public sector for the Massachusetts Board of Conciliation and Arbitration, and as Assistant Commissioner of Labor and Industries for Massachusetts. He served under two Governors in Massachusetts on the Board of Trustees of the Massachusetts College of Art. As chair of the Board he developed excellent working relations with the unions that represented most of the employees of the college. Mr. Clark attended Southern Illinois University where he studied Economics and is a graduate of Ruskin College (the Labor College) at Oxford University in England.

Robert Greemore was appointed to the Labor Relations Board in July, 2014 to fill the unexpired term of Linda McIntyre. Mr. Greemore attended Northfield (VT) High School and graduated from the University of Vermont in 1971 with a B.S. in Business Administration. He was appointed by the Vermont Supreme Court as Court Administrator in 2009. As Court Administrator, he helped lead the Judiciary's historic restructuring effort. After supporting the legislative effort that led to the judicial restructuring law, he designed and implemented management and staffing changes to create the new unified state court system. He previously served as the Director of Administrative Services of the Vermont Judiciary (1979-2009). In that role, he was responsible for the Judicial branch budget, employment and labor law policies, court facilities, court security, and a number of other important areas. He wrote the Judiciary's first personnel policies, collaborated with VSEA in passing the Judicial Employees Labor Relations Act and led the Judiciary's management bargaining team for the

first few contract agreements. He began his career in state government as an auditor for the Governor's Commission on Crime Control and Prevention, was named Business Manager when the Commission transitioned to the Governor's Commission on the Administration of Justice (1971-1975), and served as the Executive Director of the Vermont State's Attorneys and Sheriffs (1975-1979). Born June 19, 1949, in Colchester, Vermont. Married to Lenora, two children.

James Kiehle was appointed to the Labor Relations Board in September 2007 to fill out the rest of Joan Wilson's term. He was reappointed to a full six-year term by Governor Douglas in July 2008. A graduate of Wesleyan University and Antioch Graduate School, Mr. Kiehle is a retired educator with over forty years experience. He taught 2nd, 3rd, and 4th grades during his 2-year Peace Corps service in Wozi, Liberia and 7th grade social studies for a year in Washington, DC while completing his M.A.T. degree. In 1968 he began teaching social studies at Brattleboro Union High School, retiring in 2006 after serving as department chair for the last six years. While teaching, Mr. Kiehle was an active member of the National Education Association, Vermont-NEA, and the Windham Southeast Education Association. He was President of Vermont NEA in 1977-78, and served as local president for many years. He is also a member of the National Council of Social Studies and the Vermont Alliance for the Social Studies, serving as treasurer of VASS. Mr. Kiehle continues to work part-time at BUHS as the Community Service Coordinator, and at Brattleboro Country Club as a turf mowing specialist.

Karen O'Neill was appointed to the Labor Relations Board in February 2018 to fill out the rest of Gary Karnedy's term. She is a retired energy industry executive and attorney with considerable experience in regulatory compliance, employment law, human resource management, mediation, and policy advocacy at the state and federal levels. From 2010-2016 Ms. O'Neill was Vice President, General Counsel and Secretary at Vermont Electric Power Company, where she also had oversight responsibility for the company's human resource management and compliance functions. Prior to that time she practiced employment law as a partner at Gravel and Shea PC, served as Vice President of New Markets at Green Mountain Energy Company, and held a variety of positions at Green Mountain Power Corporation, including Assistant General Counsel and Vice President for Organizational Development and Human Resources. Before moving to Vermont in 1984, Ms. O'Neill worked for the United States Department of Justice, and served as an Assistant United States Attorney in the U.S. Attorneys Office for the District of Columbia. She earned a Bachelor of Arts in Psychology from the University of Pennsylvania and a Juris Doctor from the National Law Center, George Washington University. In addition to these professional activities, Ms. O'Neill was a long-time trustee of the Howard Center and member of the

board's executive, governance and personnel committees; she served as president of the board from 2011-2013.

Richard Park was appointed to the Labor Relations Board in October, 1995, and has continued to serve on the Board to the present. He is in his fourth term on the Board, having been reappointed by Governor Douglas in June 2014. He served as Board Chairperson from the fall of 2002 to the fall of 2004 and then served two successive two year terms that ended in September of 2014. The Board again elected him to serve as Chair in December 2017 and he continues as Chair until the present. Mr. Park's earlier career was in the field of education as a teacher and program administrator for children with special needs. He served as Acting Superintendent, Assistant Superintendent and Director of Personnel for the Burlington School System. He served as an officer and negotiator for the Burlington Administrators Association. At the time of his appointment to the Labor Relations Board, he had been Human Resources Vice President at Banknorth Group in Burlington for the previous nine years. Prior to that, he was Director of Personnel for McAuliffe Office Products in Burlington. Following his appointment to the Board, he continued to serve in executive human resources positions at Green Mountain Power, Green Mountain Energy, and Distributed Energy Systems. He was the Director of Risk Management Services for the Vermont League of Cities & Towns until he retired in 2010. Mr. Park earned a Master's Degree in Education Administration in 1974 and a C.A.S. in Human & Organizational Development in 1977 from the University of Vermont. His undergraduate degree is from Middlebury College.

Alan Willard of Woodstock was appointed to the Board by Governor Shumlin in June 2011. He received a B.S. in Social Sciences in 1968, and a M.A. in Counseling and Guidance in 1981, from Castleton State College. Mr. Willard was employed by the State of Vermont Agency of Human Services for 41 years, from 1968 to 2009. He was a Social Worker in Brattleboro from 1968 to 1970 with the Aged, Blind and Disabled Program. He served as a Social Worker from 1970 to 1974 in Springfield with the Department of Social Welfare. Mr. Willard held various positions with the Division of Vocational Rehabilitation from 1975 to 2009 – i.e., Vocational Rehabilitation Counselor for approximately 10 years, Casework Supervisor for approximately 10 years, and Regional Manager from 1995 until his retirement in 2009. He served on the Reasonable Accommodation Committee of the State Department of Human Resources from its inception until his retirement from state service 8 years later. He has engaged in a variety of community volunteer activities since the 1970's: Board of Directors, Treasurer and President of Windsor and Windham Counties Consumer Child Care; Windsor County Court Diversion Board of Directors; Town of Chester Planning Commission, including 4 years as Chairperson; Town of Woodstock Planning Commission; and Town of Woodstock Conservation Commission.

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