

Subchapter 002 : Labor Relations Board

(Cite as: 3 V.S.A. § 921)

- **§ 921. Creation; membership, compensation**

(a) There is hereby created a State Labor Relations Board composed of six members. The Governor shall appoint the members with the advice and consent of the Senate for a term of six years or for the member's unexpired term from a list of nominees presented by the Labor Board Review Panel. The appointments shall be made within 60 days of an expired term or vacancy.

(1) The Labor Board Review Panel shall be composed of five members to include the executive director of the Vermont Bar Association, the Commissioner of Labor, the State Court Administrator, and a Representative of Labor and a Representative of employers, both of whom shall be appointed for two-year terms by the Commissioner of Labor from names provided by labor organizations and employers in the State. The Labor Board Review Panel shall:

(A) At least 90 days prior to the expiration of a term or as soon as a vacancy is announced or created, the Review Panel shall request from both Vermont labor organizations and Vermont employer organizations, over which the Board has jurisdiction for dispute adjudication, and from organizations that train or employ persons to serve in a neutral role in labor management relations a list of nominees for each position is to be filled. The Review Panel shall issue public notices of vacancies on the Board. An individual may apply for consideration as a nominee for a vacant board position.

(B) Consider the experience, knowledge, character, integrity, judgment, and ability to act in a fair and impartial manner of each nominee in compiling a list of nominees for board membership. The Review Panel shall consider the skills, perspectives, and experience of the nominees and ensure a continuing balance on the Board of labor, management, and neutral backgrounds in determining those nominees qualified to be forwarded to the Governor under subsection (c) of this section. "Nominees with neutral backgrounds" means individuals in high standing not connected with any labor organization or management position, and who can be reasonably considered to be able to serve as an impartial individual.

(C) Submit to the Governor a list of nominees whom the Panel has determined to be qualified for membership on the Board, from which the Governor shall appoint the members for unexpired terms or to fill vacancies. The Governor may request additional names from the Panel.

"In both the public and private sectors, we have successfully defeated union organizing drives."

Gravel & Shea Website

<http://www.gravelshesa.com/practice-areas/business/employment-and-labor-relations/>

“While we are available to answer all types of employment-related questions from our clients, our services generally relate to preventive labor and employment strategies, the defense of employment-related claims and dealing with union-organized workforces.”

Gravel & Shea Website

<http://www.gravelshea.com/practice-areas/business/employment-and-labor-relations/>



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Executive Profile

- Energy industry executive accomplished in culture change, strategy development and human resource management
- Skilled attorney experienced in regulatory compliance, employment law and mediation
- Effective state and federal policy advocate
- Trusted counselor to corporate and non-profit boards

Experience

Vermont Electric Power Company, Rutland, Vermont

2010-2016

Vice-President, General Counsel and Secretary

Served as in-house legal counsel responsible for: providing advice and counsel to President/CEO, protecting company's legal interests amid rapid change, maintaining comprehensive understanding of legal and policy issues affecting transforming electric utility industry, ensuring compliance with applicable laws and regulations, and maintaining company records. Also focused on strategic planning issues, policy analysis and external relations as part of five-person senior management team, oversaw company's human resource and NERC compliance functions, led its successful cultural transformation initiative and strategic planning exercises, and served as liaison and advisor to Governance Committee of Board of Directors. Accomplishments included:

- Significantly cutting legal department size and budget while maintaining quality of service
- Negotiating company's first-ever agreement with independent transmission developer that will provide payments totaling \$136 million dollars to benefit ratepayers if proposed project is developed
- Negotiating first-ever research and development contract with IBM to improve weather forecasting capabilities and utilization of renewable resources
- Guiding reconstitution of VELCO board and formation of its first Governance Committee after merger of company's largest owners
- Overseeing restructuring of compliance function to respond successfully to new requirements and challenges for protection of critical infrastructure information

Gravel & Shea PC, Burlington, Vermont

2007-2010

Shareholder/Partner

Assisted clients with advice, training and representation on variety of employment and labor relations issues.

Independent Consultant, Burlington, Vermont

2003-2007

Provided counsel, strategic planning, project management and other services to businesses and institutions with legal, regulatory, human resource and management needs.

Howard Center, Burlington, Vermont

2003-2015

Served as trustee of this large human services agency and member of board's executive, governance and personnel committees; president of Board of Trustees from 2011-2013.

Green Mountain Energy Company, Austin, Texas

1997-2003

Vice-President, New Markets

Created and implemented national legislative and regulatory agenda for start-up company selling cleaner and renewable electricity in restructured energy markets. As part of management team, built company that survived major contractions in competitive energy industry and attracted financial investment from major firms, including BP Amoco. Identified business opportunities and provided regulatory support and guidance for entry into multiple states and several lines of business. Recruited, developed and managed talented group of professionals for New Markets team. Successfully negotiated with multiple stakeholders to create set of uniform business rules for industry that led to establishment of National Energy Standards Board. Testified regarding electric restructuring before congressional committees, Federal Energy Regulatory Commission, state legislatures and utility commissions, and held leadership positions in variety of industry advocacy groups.

Green Mountain Power Corporation, Burlington, Vermont

1985-1997

Vice-President, Organization Development & Human Resources

Assistant Vice President, Organization Development & Human Resources

Assistant General Counsel

Corporate Attorney

Led company's human resource department and related initiatives, including successful company reorganization and downsizing. Served on management and business development teams that identified and developed opportunities in potential restructured energy markets that led to spin-out of Green Mountain Energy Company. Managed litigation and negotiated resolution of significant components of federal Superfund case and associated insurance claims. Litigated rate cases and handled variety of regulatory, corporate and litigation matters.

UNITED STATES DEPARTMENT OF JUSTICE, WASHINGTON, D.C.

1982-1984

Assistant Director, Office of Information Systems and Support, Executive Office for U.S. Attorneys
With Director, oversaw implementation of first automated case management system for U.S. Attorneys offices nationwide.

UNITED STATES ATTORNEYS OFFICE FOR DISTRICT OF COLUMBIA, WASHINGTON, D.C.

Deputy Executive Assistant United States Attorney

1981-1982

Assistant United States Attorney

1978-1981

As Deputy Executive Assistant, ran office's hiring program for new attorneys, oversaw administrative and human resource functions, and handled select appellate cases. As Assistant U.S. Attorney, prosecuted criminal cases and handled appeals in both local and federal courts in District of Columbia.

SUPERIOR COURT FOR THE DISTRICT OF COLUMBIA, WASHINGTON, D.C.

Law Clerk to Honorable Fred. B. Ugast

1977-1978

Education

National Law Center, George Washington University – J.D. 1977

University of Pennsylvania - B.A. cum laude with major in psychology – 1973

User Name: Kelly Everhart

Date and Time: Tuesday, May 1, 2018 3:24:00 PM EDT

Job Number: 65958937

Document (1)

1. [Patricia M. Sabalis, Esq.; Zoom People Information](#)

Client/Matter: -None-

Search Terms: patricia sabalis

Search Type: Natural Language

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Directories

Narrowed by
-None-

Patricia M. Sabalis, Esq.; Zoom People Information

involved with her town's Conservation Commission, on which she previously served as a commissioner for five years.

Publications/Presentations Pat regularly lectures on employment law and employee relations to human resources professionals as a member of the faculty of various programs around the state.

[Attorney & Legal Professional Listing: S - Z](#)

Published on: 3/12/2010

Patricia Sabalis Patricia M. Sabalis Director - Burlington EMAIL PAT

[Patricia M. Sabalis - Director at Downs Rachlin Martin PLLC](#)

Published on: 3/12/2010

Patricia M. Sabalis Director - Burlington Patricia Sabalis EMAIL PAT Prior to joining DRM, Pat practiced labor and employment law with Bingham, Dana & Gould (Boston, now Bingham McCutchen) and was Labor Counsel to the General Foods Corporation, where she represented the company nationwide.

Significant Matters Pat represented a financing company in an age discrimination case that was tried in federal court and resulted in a verdict for the employer. Pat represented a major national manufacturer in a sex harassment case. Following a two week trial in federal court, the jury returned a defendant's verdict that was later upheld by the Second Circuit Court of Appeals. Pat also represented a major utility in an age discrimination case. After a one week trial, the jury returned a verdict for the employer.

Professional Activities Pat is listed in the first tier of Labor & Employment lawyers in Vermont in Chambers USA 2009: Guide to America's Leading Lawyers for Business. She also is listed in The Best Lawyers in America, and she received Martindale-Hubbell's AVA® peer rating, the highest rating attainable. Pat is an active member of the Vermont Bar Association's (VBA) Employment Law Section and regularly presents at VBA seminars and meetings.

Community Involvement Pat is a member of Vermont Public Television's board of directors. She also serves on the Burlington YMCA board of directors and its human resources committee. Her love of the outdoors keeps her involved with her town's Conservation Commission, on which she previously served as a commissioner for five years.

Publications/Presentations Pat regularly lectures on employment law and employee relations to human resources professionals as a member of the faculty of various programs around the state.

[/www.rutlandherald.com/article/20091106/NEWS02/911060347/0/NEWS01](http://www.rutlandherald.com/article/20091106/NEWS02/911060347/0/NEWS01)

The motion provides no specifics about the proposal, but notes that Patricia Sabalis of the Burlington law firm Downs, Rachlin, Martin PPLC, which represents Southwestern Vermont Health Care, and Vermont Assistant Attorney General David Cassetty, who represents the state, have consented to the request for more time.

[| Northeastern Vermont Area Agency on Aging Receives DRM Fund Grant | Downs Rachlin Martin News Releases](#)

"I am pleased that the DRM Community Fund Grant Committee recognized the vital role that the Area Agency on Aging provides the elder population of the Northeast Kingdom," said Pat Sabalis, a DRM director in the firm's Burlington office and the grant's sponsor.

[VLCT - Upcoming Events](#)

Pat Sabalis - Downs, Rachlin & Martin, FLSA

[| Downs Rachlin Martin Is First Law Firm to Join Vermont Business Environmental Partnership | Downs Rachlin Martin News Releases](#)

"Preserving the natural beauty and quality of life that Vermonters value is important to DRM and to many of our clients," said Patricia M. Sabalis, a director of the firm and chair of DRM's Green Committee.

[| Downs Rachlin Martin Hosts Labor & Employment Law Seminar | Downs Rachlin Martin News Releases](#)

Patricia M. Sabalis, Esq.; Zoom People Information

Jaunich and William W. Schroeder; and zoning and land use attorney William J. Dodge.

[//www.gbymca.org/about](http://www.gbymca.org/about)

Published on: 3/23/2007

Pat Sabalis

[//www.drm.com/labor-employment-law/attorneys](http://www.drm.com/labor-employment-law/attorneys)

Published on: 1/5/2012

Patricia Sabalis Patricia M. Sabalis Director - Burlington

[| Downs Rachlin Martin Receives Top-Tier Rankings in Chambers USA’s Leading Business Lawyers 2010 | Downs Rachlin Martin News Releases](#)

Recognizing Brattleboro labor and employment lawyers Peter B. Robb and Timothy E. Copeland Jr. and Burlington's Patricia M. Sabalis Attorney Pat Sabalis, Labor & Employment, litigation Photos, from top: Kathleen H. Davis, Peter B. Robb, Patricia M. Sabalis, Marc B. Heath

[//www.lexmundi.com/lexmundi/NewsBot.asp?MODE=VIEW&ID=1572&SnID=2140180736](http://www.lexmundi.com/lexmundi/NewsBot.asp?MODE=VIEW&ID=1572&SnID=2140180736)

Published on: 12/18/2009

They join founder and senior director Robert D. Rachlin; captive insurance attorney Kathleen H. Davis; litigators Marc B. Heath and Walter E. Judge Jr.; labor and employment lawyers Johan W.E. Maitland, Peter B. Robb and Patricia M. Sabalis; corporate-commercial attorneys Thomas H. Moody and Paul H. Ode Jr.; patent attorney Larry H. Meier; and real estate lawyers William W. Schroeder and R. Prescott Jaunich, who continue to be top-ranked by Chambers.

[| 14 DRM Attorneys Listed in Chambers USA Leading Business Lawyers for 2009 | Downs Rachlin Martin News Releases](#)

They join founder and senior director Robert D. Rachlin; captive insurance attorney Kathleen H. Davis; litigators Marc B. Heath and Walter E. Judge Jr.; labor and employment lawyers Johan W.E. Maitland, Peter B. Robb and Patricia M. Sabalis; corporate-commercial attorneys Thomas H. Moody and Paul H. Ode Jr.; patent attorney Larry H. Meier; and real

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Educational Information

J.D. , cum laude, University of South Carolina

M.S., Boston College



Zoom People Information

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Kelly Everhart