

VERMONT LABOR RELATIONS BOARD

PACE INTERNATIONAL UNION            )  
  )  
                  and                            )  
  )  
ADDISON COUNTY SOLID                 )  
WASTE DISTRICT                         )

DOCKET NO. 02-3

ORDER OF CERTIFICATION

On February 6, 2002, the PACE International Union filed a Petition for Election of Collective Bargaining Representative to represent for exclusive bargaining purposes the full-time employees of the Addison County Solid Waste District including coordinators, attendants and office clerical employees, excluding the business manager. On February 14, 2002, the Addison County Solid Waste District ("Employer") filed a response to the petition, contending that the transfer station supervisor should be excluded from the bargaining unit. On March 4, 2002, the Union agreed to the exclusion of the transfer station supervisor from the bargaining unit. The parties agreed to the conducting of a representation election among the full-time employees of the Addison County Solid Waste District including coordinators, attendants and office clerical employees, excluding the business manager and transfer station supervisor.

On March 27, 2002, Labor Relations Board Executive Director Timothy Noonan and Clerk Janet Burrus conducted an election in the conference room of the office of the Addison County Solid Waste District, Middlebury, Vermont. There were no observers during the balloting. All eligible employees voted. Union International Representative Ronald Pickering and Kathleen Johnson, Acting District Manager for the Employer, agreed to the early closing of the polls because all eligible employees had voted and observed the counting of ballots.

Employees were asked if they wished to be represented for exclusive bargaining purposes by the PACE International Union. The results of the election were:

Yes            3

No             1

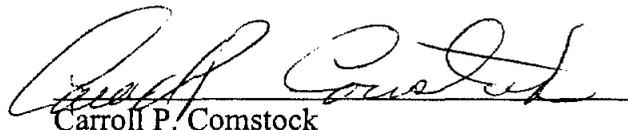
As a result of this election, it is ordered that the PACE International Union is certified as the exclusive bargaining representative of the full-time employees of the Addison County Solid Waste District including coordinators, attendants and office clerical employees, excluding the business manager and transfer station supervisor.

Dated this 24<sup>th</sup> day of April, 2002, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD



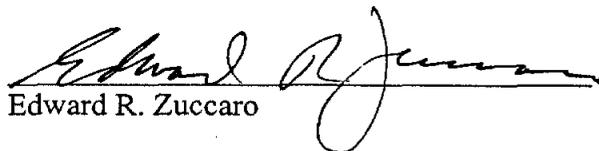
Catherine L. Frank, Chairperson



Carroll P. Comstock



Richard W. Park



Edward R. Zuccaro