

VERMONT LABOR RELATIONS BOARD

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| IBEW LOCAL 300 |) | |
| |) | |
| and |) | DOCKET NO. 00-44 |
| |) | |
| TOWN OF HARDWICK |) | |

ORDER OF CERTIFICATION

On July 10, 2000, IBEW Local 300 ("Union") filed a Petition for Election of Collective Bargaining Representative to represent for exclusive bargaining purposes all police officers, police sergeants, and the dispatcher and secretary employed by the Town of Hardwick Police Department ("Employer").

On July 14, 2000, the Employer responded to the petition and agreed to the conducting of a consent election among these employees. On August 15, 2000, Vermont Labor Relations Board Election Officer Linda P. McIntire conducted an election in the third floor conference room of the Town Offices, Hardwick, Vermont. Officer James Dziobek observed for the Union; the Employer did not have an observer. All seven eligible employees voted. Two employees voted by absentee ballot. Employees were asked if they wished to be represented for exclusive bargaining purposes by IBEW Local 300. The results of the election were:

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| Yes | 7 |
| No | 0 |

As a result of this election, it is hereby ORDERED that IBEW Local 300 is CERTIFIED as the exclusive bargaining representative of all police officers,

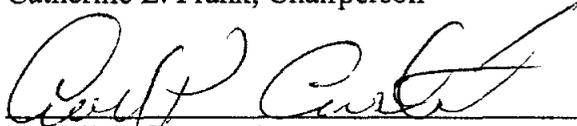
police sergeants, and the dispatcher and secretary employed by the Town of
Hardwick Police Department.

Dated this 7th day of September, 2000, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD



Catherine L. Frank, Chairperson



Carroll P. Comstock



Richard W. Park