

G. Kemsley, Sr. conducted the election. Lloyd Smith observed the election for the Union. The Town had no observer. All eligible employees voted. The results of the election were:

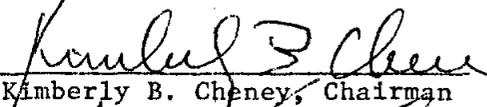
International Union of Operating Engineers, Local 98, AFL-CIO	11
No Union	0

As a result of this election, it is hereby ORDERED:

The International Union of Operating Engineers, Local 98, AFL-CIO, is CERTIFIED as the collective bargaining representative of all maintenancè and service employees of the Town of Rockingham Highway Department with the exception of the Superintendent and the part-time janitor in the Town Manager's office/part-time Town Highway Worker.

Dated this 28th day of May, 1984, at Montpelier, Vermont.

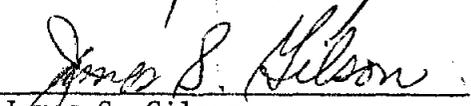
VERMONT LABOR RELATIONS BOARD



Kimberly B. Cheney, Chairman



William E. Kemsley, Sr.



James S. Gilson