

VERMONT LABOR RELATIONS BOARD

HARTFORD TEACHERS	)	
ASSOCIATION/	)	
VERMONT-NEA/NEA	)	
	)	
and	)	DOCKET NO. 00-42
	)	
HARTFORD SCHOOL BOARD	)	

ORDER OF CERTIFICATION

On June 2, 2000, the Hartford Teachers Association /Vermont-NEA/NEA ("Association") filed a Petition for Election of Collective Bargaining Representative to represent for exclusive bargaining purposes all secretaries and clericals (excluding those in the superintendent's office), all custodial and maintenance employees, and all paraeducators (excluding those temporary employees hired as tutors) employed by the Hartford School Board ("Employer")

On June 19, 2000, the Employer responded to the petition and raised questions of unit determination. On September 26, 2000, the Association and the Employer agreed to a bargaining unit consisting of all secretaries and clericals (excluding those in the central office, or who work for a central office administrator), all custodial and maintenance employees (excluding the Supervisor of Buildings and Grounds), and all paraeducators (excluding the School to Work Coordinator and those temporary employees hired as tutors, but not excluding full-time tutors) employed by the Employer.

On October 3, 2000, Vermont Labor Relations Board Election Officer Linda P. McIntire conducted an election in Room 101A of Hartford High School, Hartford, Vermont. Superintendent Carl Mock observed for the Employer; the Association did not have an observer. Eighty-five of the 114 eligible employees voted. Employees were asked if they wished to be represented for exclusive

bargaining purposes by the Hartford Teachers Association/Vermont-NEA/NEA.

The results of the election were:

Yes	55
No	30

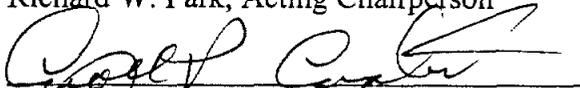
As a result of this election, it is hereby ORDERED that the Hartford Teachers Association/Vermont-NEA/NEA is CERTIFIED as the exclusive bargaining representative of all secretaries and clericals (excluding those in the central office, or who work for a central office administrator), all custodial and maintenance employees (excluding the Supervisor of Buildings and Grounds), and all paraeducators (excluding the School to Work Coordinator and those temporary employees hired as tutors, but not excluding full-time tutors) employed by the Hartford School Board.

Dated this 20th day of October, 2000, at Montpelier, Vermont.

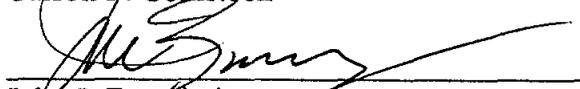
VERMONT LABOR RELATIONS BOARD



Richard W. Park, Acting Chairperson



Carroll P. Comstock



John J. Zampieri