

VERMONT LABOR RELATIONS BOARD

SOUTHWEST VERMONT EDUCATION)
ASSOCIATION – ESP / VERMONT-NEA/)
NEA)

and)

SHAFTSBURY BOARD OF SCHOOL)
DIRECTORS)

DOCKET NO. 04-14

CERTIFICATION OF VOLUNTARY RECOGNITION

Whereas, the Southwest Vermont Education Association-ESP/Vermont-NEA/NEA (“Association”) filed a Petition for Election of Collective Bargaining Representative on April 1, 2004, to represent the building secretaries at Shaftsbury Elementary School, and add the secretaries to the existing bargaining unit represented by the Association of paraeducators employed by the Shaftsbury Board of School Directors (“Employer”); and

Whereas, the Employer notified the Vermont Labor Relations Board that it agreed that the proposed expansion of the bargaining unit was appropriate, and voluntarily recognized the Association as the exclusive bargaining representative of the employees the Association sought to add to the bargaining unit, pursuant to the Association demonstrating the support of the employees it sought to add to the bargaining unit and there being no rival organization seeking to represent employees in the bargaining unit:

Therefore, the Southwest Vermont Education Association-ESP/Vermont-NEA/NEA is certified as the exclusive bargaining representative of the building secretaries at Shaftsbury Elementary School, and the secretaries are added to the existing

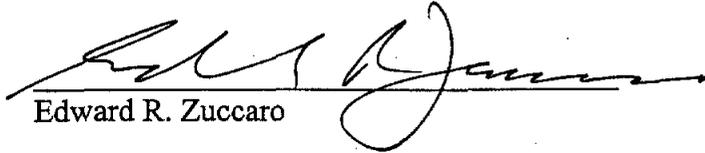
bargaining unit represented by the Association of paraeducators employed by the
Shaftsbury Board of School Directors.

Dated this 27th day of April, 2004, at Montpelier, Vermont.

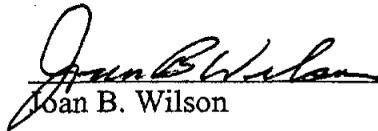
VERMONT LABOR RELATIONS BOARD



Richard W. Park, Chairperson



Edward R. Zuccaro



Joan B. Wilson