

VERMONT LABOR RELATIONS BOARD

HARDWICK ELEMENTARY)
EDUCATION ASSOCIATION)
(ESP UNIT)/VERMONT-NEA/NEA)
)
and)
)
HARDWICK ELEMENTARY SCHOOL)
BOARD)

DOCKET NO. 04-25

ORDER OF CERTIFICATION

On July 19, 2004, the Hardwick Elementary Education Association (ESP Unit)/Vermont-NEA/NEA ("Association") filed a Petition for Election of Collective Bargaining Representative, seeking to represent for exclusive bargaining purposes all paraeducators and secretaries employed at least four (4) hours per day by the Hardwick Elementary School Board ("Employer"). The Employer agreed to a conducting of an election among these employees.

On October 1, 2004, Labor Relations Board Executive Director Timothy Noonan conducted an election among these employees in Keenan Kuiper's kindergarten classroom, Hardwick Elementary School, Hardwick, Vermont. The parties had no observers present during balloting and the counting of ballots. 17 of 24 eligible employees voted. Employees were asked if they wished to be represented for exclusive bargaining purposes by the Hardwick Elementary Education Association (ESP Unit)/Vermont-NEA/NEA. The results of the election were:

Yes	11
No	6

As a result of this election, it is ordered that the Hardwick Elementary Education Association (ESP Unit)/Vermont-NEA/NEA is certified as the exclusive bargaining

representative of all paraeducators and secretaries employed at least four (4) hours per day by the Hardwick Elementary School Board.

Dated this 21st day of October, 2004, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD


Richard W. Park, Chairperson


Carroll P. Comstock


John J. Zampieri