

VERMONT LABOR RELATIONS BOARD

GREEN MOUNTAIN-NEA (ESP)
UNIT)/VERMONT-NEA/NEA)
)
and)
)
RICHMOND ELEMENTARY)
SCHOOL BOARD)

DOCKET NO. 04-32

ORDER OF CERTIFICATION

On August 17, 2004, the Green Mountain-NEA (ESP Unit)/Vermont-NEA/NEA (“Association”) filed a Petition for Election of Collective Bargaining Representative, seeking to represent for exclusive bargaining purposes all paraeducators, custodians and computer coordinators employed by the Richmond Elementary School Board (“Employer”). In response to the petition, the Employer initially raised unit determination issues but subsequently agreed to the conducting of an election among the employees in the bargaining unit proposed by the Association.

On October 20, 2004, Labor Relations Board Clerk Jan Burrus conducted an election among these employees in Room 22 of Richmond Elementary School. The parties had no observers present during balloting and the counting of ballots. 9 of 14 eligible employees voted. Employees were asked if they wished to be represented for exclusive bargaining purposes by the Green Mountain-NEA (ESP Unit)/Vermont-NEA/NEA. The results of the election were:

Yes	9
No	0

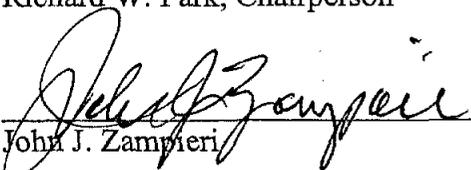
As a result of this election, it is ordered that the Green Mountain-NEA (ESP Unit)/Vermont-NEA/NEA is certified as the exclusive bargaining representative of all

paraeducators, custodians and computer coordinators employed by the Richmond
Elementary School Board.

Dated this 4th day of November, 2004, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD


Richard W. Park, Chairperson


John J. Zampieri