

VERMONT LABOR RELATIONS BOARD

ADDISON NORTHEAST EDUCATION )  
ASSOCIATION )  
 )  
and )  
 )  
ROBINSON ELEMENTARY )  
SCHOOL BOARD )

DOCKET NO. 14-15

ORDER OF CERTIFICATION

On March 11, 2014, the Addison Northeast Education Association (“Association”) filed a Petition for Election of Collective Bargaining Representative, seeking to represent the paraprofessionals, behavioral staff and office administrative staff employed by the Robinson School Board (“Employer”). The Association filed an amended petition on April 11, 2014, to include the head custodian, custodian assistants and SPED intensive support staff in the proposed bargaining unit.

The Employer responded to the amended petition on April 21, 2014, raising a question of unit determination. The Employer contended that the administrative assistant is a confidential employee. On May 9, 2014, the Employer withdrew its opposition to inclusion of the administrative assistant in the proposed bargaining unit.

On June 4, 2014, Labor Relations Board Executive Director Timothy Noonan conducted an election among the paraprofessionals, behavioral staff, office administrative staff, head custodian, custodian assistants and SPED intensive support staff of the Employer in the conference room, Robinson Elementary School, Starksboro, Vermont. Emma Mulvaney-Stanak, Vermont-NEA Organizer, observed the election for the Association. The Employer had no observer. Employees were asked if they desire to be

represented for exclusive bargaining purposes by the Addison Northeast Education Association. All twelve eligible employees voted. The results of the election were:

Yes	12
No	0

As a result of this election, it is ordered that the Addison Northeast Education Association is certified as the exclusive bargaining representative of the paraprofessionals, behavioral staff, office administrative staff, head custodian, custodian assistants and SPED intensive support staff of the Robinson Elementary School.

Dated this 19<sup>th</sup> day of June, 2014, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

/s/ Richard W. Park  
Richard W. Park, Chairperson

/s/ Alan Willard  
Alan Willard

/s/ Edward W. Clark, Jr.  
Edward W. Clark, Jr.