

VERMONT LABOR RELATIONS BOARD

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|--------------------------------------|---|------------------|
| EDUCATIONAL SUPPORT PERSONNEL |) | |
| UNIT OF THE SOUTHWESTERN VERMONT |) | |
| EDUCATION ASSOCIATION, VERMONT-NEA |) | |
| |) | DOCKET NO. 86-40 |
| and |) | |
| |) | |
| SOUTHWEST VERMONT SUPERVISORY UNION) |) | |
| BOARD OF DIRECTORS |) | |

ORDER OF NONCERTIFICATION

On June 27, 1986, the Educational Support Personnel Unit of the Vermont Education Association, Vermont-NEA ("Association"), filed a Petition for Election of Collective Bargaining Representative, requesting an election among all food service workers employed by the Southwest Vermont Supervisory Union Board of Directors ("Employer").

The Association and the Employer agreed to the composition of the bargaining unit (as described below) and the conducting of a consent election. The Labor Relations Board conducted a representation election on October 21, 1986, in the cafeteria of the Mount Anthony Union High School, Bennington, Vermont. Board Member William G. Kemsley, Sr., conducted the election. Perry Kacik, Vermont-NEA UniServ Director, observed the election for the Association. The Employer had no observer. The results of the election were:

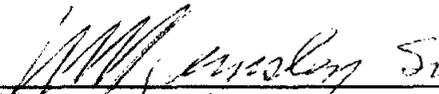
| | |
|---|----|
| Educational Support Personnel Unit of the Southwestern Vermont Education Association, Vermont-NEA | 12 |
| No Union | 19 |
| Challenged Ballot | 1 |

As a result of this election, it is hereby ORDERED:

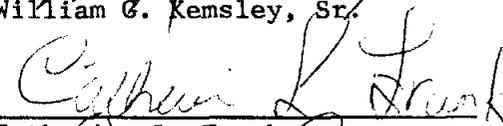
The Educational Support Personnel Unit of the Southwestern Vermont Education Association, Vermont-NEA, is NOT CERTIFIED as the exclusive bargaining representative of employees of a bargaining unit consisting of the cook managers, ala carte cook manager, cooks, head cashier, cashiers, dishwashers, cafeteria aide and bakers employed by the Southwest Vermont Supervisory Union Board of Directors.

Dated this 6th day of November, 1986, at Montpelier, Vermont.

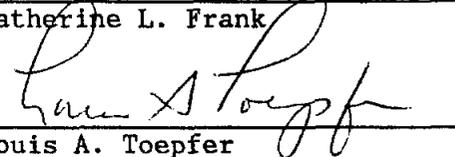
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William G. Kemsley, Sr.



Catherine L. Frank



Louis A. Toepfer