

VERMONT LABOR RELATIONS BOARD

ORANGE SOUTHWEST TEACHERS)
ASSOCIATION AND ORANGE SOUTHWEST)
SUPERVISORY UNION, RANDOLPH)
UNION HIGH SCHOOL BOARD, RANDOLPH) DOCKET NOS. 87-13 and 87-14
VILLAGE SCHOOL BOARD, BRAINTREE)
SCHOOL BOARD AND BROOKFIELD)
SCHOOL BOARD)

ORDER OF CERTIFICATION

On February 12, 1987, the Orange Southwest Teachers Association filed two Petitions for Election of Collective Bargaining Representative. One of the petitions requested an election among the six secretary/clerical/bookkeepers and the six teacher aides/technicians/paraprofessionals employed by the Randolph Union High School District (Docket No. 87-13). The other petition requested an election among the three secretary/clerical/bookkeepers and the 12 teacher aides/paraprofessionals employed by the Orange Southwest Supervisory Union (Docket No. 87-14).

On September 1, 1987, the parties filed a stipulation with the Labor Relations Board which provided as follows: 1) that the two petitions shall be combined and amended to include the following employers: Randolph Union High School Board, Randolph Village School Board, Orange Southwest Supervisory Union, Braintree School Board and Brookfield School Board; 2) that the two petitions shall be combined and amended to include the following employee titles: Administrative Staff (including secretary, secretary/bookkeeper, secretary/receptionist, bookkeeper, guidance secretary); Paraprofessional Staff (including aide, lab technician, building aide, primary aide, Chapter I aide, CT/resource aide); custodian, kitchen

staff (including school lunch staff, lunch agent, cook's helper) and bus driver; 3) that the position of administrative assistant/secretary to the superintendent is a "confidential employee" position and is excluded from the unit; and 4) that the Board conduct a representation election upon verifying a 30 percent showing of interest in the expanded unit.

The Board conducted a consent election on October 20, 1987, in Murray Auditorium at Randolph Union High School. On the date of the election, the parties filed a stipulation providing that it was their intent that employees who worked 20 hours per week or less were not eligible by statute to vote in the election. Timothy Noonan, Board Executive Director, conducted the election. Ellen David-Friedman of Vermont-NEA was present during the election and the counting of ballots as an observer for the Association. The Employers had no observer present during the election; Karen Schneider observed the counting of ballots for the Employers. Forty-nine of 60 eligible employees voted. No ballots were challenged.

The results of the election were:

Orange Southwest Teachers Association	40
No Union	9

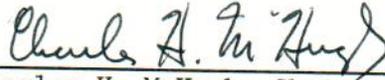
As a result of this election, it is hereby ORDERED:

The Orange Southwest Teachers Association is CERTIFIED as the exclusive bargaining representative of the Administrative Staff (including secretaries, secretary/bookkeepers, secretary/receptionist, bookkeepers, guidance secretary, but excluding the administrative assistant/secretary to the superintendent); Paraprofessional Staff (including aides, lab technicians, building aides, primary aides, Chapter I aides, CT resource aide); custodians; kitchen staff (including school lunch staff, lunch agent, cook's helper); and bus drivers employed by the Randolph Union High School Board, Randolph Village School

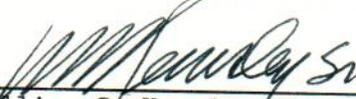
Board, Orange Southwest Supervisory Union, Braintree School Board and Brookfield School Board.

Dated this 5th day of November, 1987, at Montpelier, Vermont.

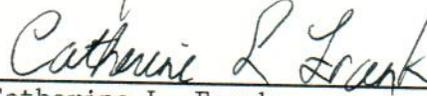
VERMONT LABOR RELATIONS BOARD



Charles H. McHugh, Chairman



William G. Kemsley, Sr.



Catherine L. Frank