

VERMONT LABOR RELATIONS BOARD

WASHINGTON SOUTH DISTRICT)	
TEACHERS ASSOCIATION, VERMONT-NEA)	
)	
and)	DOCKET NO. 88-45
)	
NORTHFIELD BOARD OF SCHOOL)	
DIRECTORS)	

ORDER OF CERTIFICATION

By Petition for Election of Collective Bargaining Representative, filed on September 22, 1988 and amended on October 4, 1988 and October 28, 1988, the Washington South District Teachers' Association, Vermont-NEA ("Association") requested an election among all secretaries, paraprofessionals, custodians, bus drivers and cafeteria workers employed by the Northfield Board of School Directors, excluding the Head Custodian. The Northfield Board of School Directors, in response, raised questions concerning the appropriate composition of the bargaining unit.

By stipulation of December 1, 1988, the Employer and Association resolved the unit determination issues in dispute, and agreed that the employees in the following bargaining unit would vote in a consent election to determine whether they wished to be represented by the Association or no union: all secretaries, paraprofessionals, custodians, bus drivers and cafeteria workers employed by the Employer who work more than 20 hours per week, excluding the Head Custodian.

The Labor Relations Board conducted an election on January 26, 1989, in the Special Education Conference Room in Henry House of the Washington South Supervisory Union in Northfield. Timothy Noonan, Board Executive Director, conducted the election. Nancy Berini, the secretary to the Superintendent, observed the election for the

Employer. David Boulanger, Vermont-NEA UniServ Director, observed the first half of the election and Mark Hayes, Association president, observed the second half of the election for the Association. Twenty-one of 31 eligible employees voted.

The results of the election were:

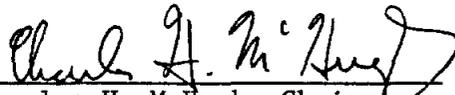
Washington South District Teachers Association, Vermont-NEA	20
No Union	1

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

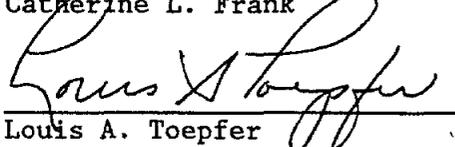
The Washington South District Teachers Association, Vermont-NEA, is CERTIFIED as the exclusive bargaining representative of all secretaries, paraprofessionals, custodians, bus drivers and cafeteria workers employed by the Northfield Board of School Directors who work more than 20 hours per week, excluding the Head Custodian.

Dated this 10th day of February, 1989, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD


Charles H. McHugh, Chairman


Catherine L. Frank


Louis A. Toepfer