

VERMONT LABOR RELATIONS BOARD

ESSEX JUNCTION EDUCATION)	
ASSOCIATION, VERMONT-NEA)	
)	
and)	DOCKET NO. 89-18
)	
ESSEX JUNCTION BOARD OF SCHOOL)	
DIRECTORS)	

ORDER OF CERTIFICATION

On February 14, 1989, the Essex Junction Education Association, Vermont-NEA ("Association") filed a Petition for Election of Collective Bargaining Representative, requesting an election among the instructional assistants, aides, paraprofessionals, custodians, secretaries, bus drivers and food service workers employed by the Essex Junction Board of School Directors ("Employer"), excluding the Food Services Administrator, Property Services Director and Custodian Supervisor.

The parties resolved unit determination issues in dispute, and agreed to the conducting of a consent election among the instructional assistants, tutors, library assistants, custodians, maintenance workers, audio-visual workers, switchboard operators, secretaries, bus drivers, bus aides, and food service workers employed by the Employer excluding the Data Processing Department Director, Computer Programmer, Food Services Administrator, Property Services Director, Custodian Supervisor and all employees of the Security, Recreation and Skating Facility Departments to determine whether they wished to be represented by the Association or no union.

William Kemsley, Sr., Labor Relations Board member, conducted an election on April 18, 1989, in the Guidance Area Conference Room,

Essex Junction Education Center, Essex Junction, Vermont. Ellen David Friedman, Vermont-NEA organizer, was present as an observer for the Association. Ms. Peters, Secretary to the Assistant Superintendent, observed for the Employer. One hundred eight of the 119 eligible employees voted. The results of the election were:

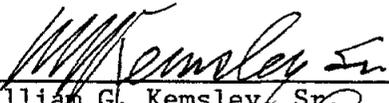
Essex Junction Education Association, Vermont-NEA	74
No Union	34

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

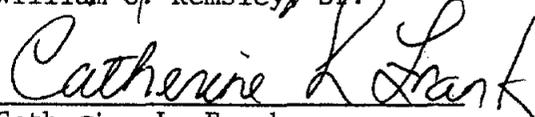
The Essex Junction Education Association, Vermont-NEA is CERTIFIED as the exclusive bargaining representative of the instructional assistants, tutors, library assistants, custodians, maintenance workers, audio-visual workers, switchboard operators, secretaries, bus drivers, bus aides, and food service workers employed by the Essex Junction Board of School Directors, excluding the Data Processing Department Director, Computer Programmer, Food Services Administrator, Property Services Director, Custodian Supervisor and all employees of the Security, Recreation and Skating Facility Departments.

Dated this 2nd day of May , 1989, at Montpelier, Vermont.

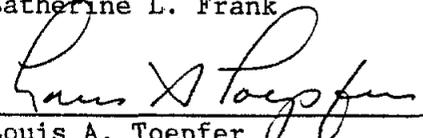
VERMONT LABOR RELATIONS BOARD



William G. Kemsley, Sr.



Catherine L. Frank



Louis A. Toepfer