

VERMONT LABOR RELATIONS BOARD

HARWOOD UNION HIGH SCHOOL STAFF)
ASSOCIATION, VERMONT-NEA)
)
and)
)
HARWOOD UNION HIGH SCHOOL BOARD)
OF SCHOOL DIRECTORS)

DOCKET NO. 89-19

ORDER OF CERTIFICATION

On February 14, 1989, the Harwood Union High School Staff Association, Vermont-NEA ("Association") filed a Petition for Election of Collective Bargaining Representative, requesting an election among the secretaries, bus drivers, food service workers, aides, paraprofessionals and custodians employed by the Harwood Union High School Board of School Directors ("Employer"), but excluding the cafeteria supervisor, building and maintenance supervisor and the busmaster.

The Employer agreed to the conducting of a consent election among these employees to vote to determine whether they wished to be represented by the Association or no union.

Timothy Noonan, Labor Relations Board Executive Director, conducted an election on April 12, 1989, in the Guidance Conference Room, Harwood Union High School, South Duxbury, Vermont. Ellen David Friedman, Vermont-NEA Organizer, was present as an observer. Forty-two of forty-eight eligible employees voted. The results of the election were:

Harwood Union High School Staff Association, Vermont-NEA	34
No Union	8

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

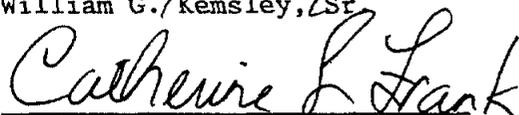
The Harwood Union High School Staff Association, Vermont-NEA, is CERTIFIED as the exclusive bargaining representative of the secretaries, bus drivers, food service workers, aides, paraprofessionals and custodians employed by the Harwood Union High School Board of School Directors, but excluding the cafeteria supervisor, building and maintenance supervisor and the busmaster.

Dated this 24th day of April, 1989, at Montpelier, Vermont.

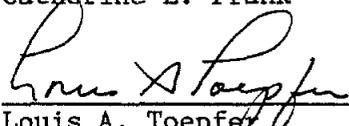
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William G. Kemsley, Sr.



Catherine L. Frank



Louis A. Toepfer