

VERMONT LABOR RELATIONS BOARD

WATERBURY ELEMENTARY TEACHERS)
ASSOCIATION, VERMONT-NEA)
)
and) DOCKET NO.,. 89-23
)
WATERBURY BOARD OF SCHOOL DIRECTORS)

ORDER OF CERTIFICATION

On March 3, 1989, the Waterbury Elementary Teachers Association, Vermont-NEA ("Association") filed a Petition for Election of Collective Bargaining Representative, requesting an election among all non-certified, non-supervisory support staff employees of the Waterbury Board of School Directors ("Employer"), including aides, food service workers, custodians and secretaries.

The parties resolved unit determination issues in dispute, and agreed to the conducting of a consent election among all non-certified, non-supervisory employees employed by the Employer as teacher aides, food service workers, custodians and secretaries, excluding the principal's secretary and the school bookkeeper.

Timothy Noonan, Labor Relations Board Executive Director, conducted an election on May 3, 1989, in the Waterbury Elementary School Library. School principal Bill Riegel was present as an observer for the Employer. Barbara Lunge, a teacher at the school, and Alice James, Association president, shared observer responsibilities for the Association. All 15 employees on the voter eligibility list voted. In addition, three employees cast challenged ballots. The parties disagreed as to whether the three employees were part-time and, thus, ineligible to vote. The results of the election were:

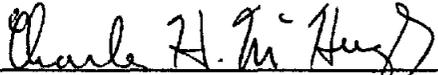
Waterbury Elementary Teachers Association, Vermont-NEA	12
No Union	3

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

The Waterbury Elementary Teachers Association, Vermont-NEA is CERTIFIED as the exclusive bargaining representative of all non-certified, non-supervisory employees employed by the Waterbury Board of School Directors as teacher aides, food service workers, custodians and secretaries, excluding the principal's secretary and the school bookkeeper.

Dated this 16th day of May, 1989, at Montpelier, Vermont.

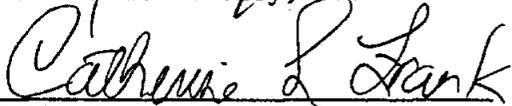
VERMONT LABOR RELATIONS BOARD



Charles H. McHugh, Chairman



William G. Kemsley, Sr.



Catherine L. Frank