

VERMONT LABOR RELATIONS BOARD

ADDISON NORTHWEST EDUCATION)
ASSOCIATION, VERMONT-NEA)

and)

FERRISBURG CENTRAL BOARD OF)
SCHOOL DIRECTORS)

DOCKET NO. 89-52

ORDER OF CERTIFICATION

On July 3, 1989, the Addison Northwest Education Association, Vermont-NEA ("Association") filed a Petition for Election of Collective Bargaining Representative, requesting an election among all non-certified, non-supervisory employees of the Ferrisburg Central Board of School Directors ("Employer"), who are employed more than 20 hours per week, including aides, custodians, secretaries, food service employees and the lunch agent.

The Employer filed a response to the petition on July 25, 1989. The Employer contended that the lunch agent and the head custodian should be excluded from the proposed bargaining unit as supervisory employees, and that the principal's secretary should be excluded as a confidential employee.

A hearing on these issues was held on September 6, 1989, before the Labor Relations Board. The Board issued Findings of Fact, Opinion and Order on September 19, 1989. 12 VLRB 199. Therein, the Board concluded that the secretary to the principal is not a confidential employee, and that the lunch agent/head cook and head custodian at the school are not supervisory employees. The Board ordered that a representation election be conducted among the aides, custodians,

secretaries and food service employees (including the lunch agent/head cook), who work more than 20 hours per week, 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 October 16, 1989, in the Guidance Office, Ferrisburg Central School, Ferrisburg, Vermont. There were no observers present. Seven of eight eligible employees voted. One of the employees who cast a ballot did not mark the ballot. The ballot was considered a spoiled ballot which expressed no choice, did not contribute to the results of the election and was not considered a vote cast.

The results of the election were:

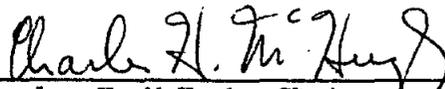
Addison Northwest Education Association, Vermont-NEA	6
No Union	0
Spoiled Ballot	1

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

The Addison Northwest Education Association, Vermont-NEA, is CERTIFIED as the exclusive bargaining representative of the aides, custodians, secretaries and food service employees (including the lunch agent/head cook), who work more than 20 hours per week, employed by the Ferrisburg Central Board of School Directors

Dated this 27th day of October, 1989, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD


Charles H. McHugh, Chairman


Louis A. Toepfer


Leslie G. Seaver