

VERMONT LABOR RELATIONS BOARD

MIDDLEBURY UNION HIGH SCHOOL)	
TEACHERS ASSOCIATION, VERMONT-NEA)	
)	
and)	DOCKET NO. 89-65
)	
MIDDLEBURY UNION HIGH SCHOOL BOARD)	
OF SCHOOL DIRECTORS)	

ORDER OF CERTIFICATION

On September 5, 1989, the Middlebury Union High School Teachers Association, Vermont-NEA ("Association") filed a Petition for Election of Collective Bargaining Representative, requesting an election among all non-supervisory, non-certified support staff employed more than 20 hours per week by the Middlebury Union High School Board of School Directors ("Employer").

The parties resolved unit determination issues in dispute, and agreed to the conducting of a representation election among the following group of employees to determine whether they wished to be represented by the Association or no union: the secretaries, receptionist, custodians, aides (special education, teacher, resource room, human service, behavior, library, speech and rest) and parking lot attendant employed more than 20 hours per week by the Employer, excluding the Activities Director, Physical Plant Manager, Secretary to the High School Principal, Secretary to the High School Associate Principal, Secretary to the Junior High School Principal, Secretary to the Vocational Director and the Custodian Supervisor.

Timothy Noonan, Labor Relations Board Executive Director, conducted an election on December 6, 1989, in the Guidance Conference

Room, Middlebury Union High School, Middlebury, Vermont. George Lackey, Physical Plant Manager for the Employer, observed the election for the Employer. The Association had no observer present. Twenty-five of 32 eligible employees voted. In addition, two employees whose names were not on the voter eligibility list voted by challenged ballots. Their votes were not counted.

The results of the election were:

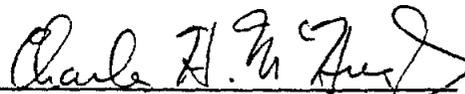
Middlebury Union High School Teachers Association, Vermont-NEA	18
No Union	7

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

The Middlebury Union High School Teachers Association, Vermont-NEA is CERTIFIED as the exclusive bargaining representative of the secretaries, receptionist, custodians, aides (special education, teacher, resource room, human service, behavior, library, speech and rest) and parking lot attendant employed more than 20 hours per week by the Middlebury Union High School Board of School Directors, excluding the Activities Director, Physical Plant Manager, Secretary to the High School Principal, Secretary to the High School Associate Principal, Secretary to the Junior High School Principal, Secretary to the Vocational Director and the Custodian Supervisor.

Dated this 21st day of December, 1989, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD


Charles H. McHugh, Chairman

William G. Kemsley, Sr.
William G. Kemsley, Sr.

Catherine L. Frank
Catherine L. Frank