

VERMONT LABOR RELATIONS BOARD

| | | |
|------------------------------------|---|------------------|
| ORANGE EAST DISTRICT ELEMENTARY |) | |
| EDUCATION ASSOCIATION/VERMONT-NEA/ |) | |
| NEA |) | |
| |) | |
| and |) | DOCKET NO. 92-23 |
| |) | |
| THETFORD ELEMENTARY BOARD OF |) | |
| SCHOOL DIRECTORS |) | |

ORDER OF CERTIFICATION

On May 15, 1992, the Orange East District Elementary Education Association/Vermont-NEA/NEA ("Association") filed a Petition for Election of Collective Bargaining Representative. The Association requested an election among the paraprofessionals, custodian and custodian/maintenance employee employed by the Thetford Elementary Board of School Directors ("Employer"). The Association and the Employer subsequently agreed to the conducting of a consent election among this group of employees and the secretary employed by the Employer.

Timothy Noonan, Labor Relations Board Executive Director, conducted an election on June 15, 1992, in the Guidance Office, Thetford Elementary School, Thetford, Vermont. Russell Collins, Superintendent of the Orange East Supervisory Union, observed for the Employer. Patrick Kearney, a paraprofessional at the school, observed for the Association. 17 of 19 eligible employees voted. The results of the election were:

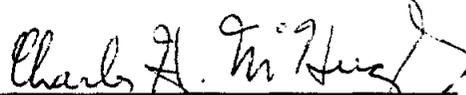
| | |
|--------------------------------------------------------------------------|----|
| Orange East District Elementary Education Association/Vermont-NEA/NEA | 12 |
| No Union | 5 |

As a result of this election, it is hereby ORDERED that the
Orange East District Elementary Education

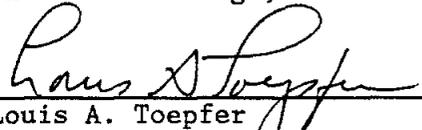
Association/Vermont-NEA/NEA is CERTIFIED as the exclusive bargaining representative of the paraprofessionals, custodian, custodian/maintenance employee and secretary employed by the Thetford Elementary Board of School Directors.

Dated this 26th day of June, 1992, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD



Charles H. McHugh, Chairman



Louis A. Toepfer



Leslie G. Seaver