

VERMONT LABOR RELATIONS BOARD

WASHINGTON CENTRAL EDUCATION)	
ASSOCIATION/VERMONT-NEA/NEA)	
)	
and)	DOCKET NO. 93-21
)	
BERLIN BOARD OF SCHOOL)	
DIRECTORS)	

CERTIFICATION OF VOLUNTARY RECOGNITION

WHEREAS, Washington Central Education Association/Vermont-NEA/NEA ("Association") filed a Petition for Election of Collective Bargaining Representative on April 5, 1993, clarified on April 7, 1993, to expand its bargaining unit of teacher's assistants (i.e., paraprofessionals), who work more than 20 hours per week, employed by the Berlin Board of School Directors ("Employer") (certified by the Vermont Labor Relations Board on October 26, 1989, Docket No. 89-44), and secretaries employed by the Employer (added to the bargaining unit by a memorandum of understanding attached to the 1990-1992 contract between the Association and the Employer), to include all kitchen employees employed by the Employer; and

WHEREAS, the Employer and the Association, have agreed that the appropriate bargaining unit under the standards set forth in 21 VSA §1724(c) includes expanding the present bargaining unit to include all kitchen employees employed by the Employer; and

WHEREAS, no employee organization other than the Association seeks to represent employees in the bargaining unit; and

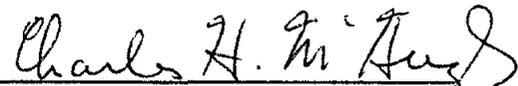
WHEREAS, the Association, has demonstrated the support of the majority of the employees in the bargaining unit; and

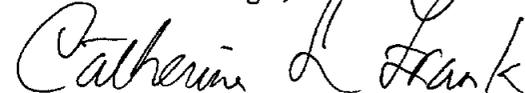
WHEREAS, the Employer informed the Vermont Labor Relations Board that it was voluntarily recognizing the Association, as the exclusive bargaining representative of the employees the Association seeks to add to the bargaining unit:

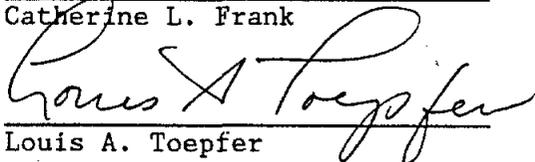
NOW THEREFORE, it is hereby ORDERED that the Washington Central Education Association/Vermont-NEA/NEA, is CERTIFIED as the exclusive bargaining representative of all kitchen employees employed by the Berlin Board of School Directors, and such employees are added to the existing bargaining unit of paraprofessionals, who work more than 20 hours per week, and secretaries employed by the Berlin Board of School Directors represented by the Washington Central Education Association, Vermont-NEA/NEA.

Dated this 3rd day of June, 1993, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD


Charles H. McHugh, Chairman


Catherine L. Frank


Louis A. Toepfer