

VERMONT LABOR RELATIONS BOARD

WASHINGTON CENTRAL EDUCATION)	
ASSOCIATION/VERMONT-NEA/NEA)	
)	
and)	DOCKET NO. 93-30
)	
CALAIS BOARD OF SCHOOL)	
DIRECTORS)	

CERTIFICATION OF VOLUNTARY RECOGNITION

WHEREAS, the Washington Central Education Association/
Vermont- NEA/NEA ("Association") filed a Petition for Election of
Collective Bargaining Representative on May 6, 1993, to expand
its represented bargaining unit of aides (i.e.,
paraprofessionals) employed by the Calais Board of School
Directors ("Employer"), (certified by the Vermont Labor Relations
Board on June 14, 1989, Docket No. 89-37), to include all full
time kitchen and custodial employees employed by the Employer;
and

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

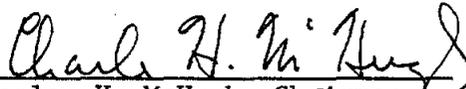
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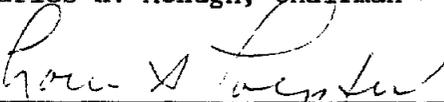
WHEREAS, the Employer informed the Vermont Labor Relations Board that it was voluntarily recognizing the Association, as the exclusive bargaining representative of the employees the Association seeks to add to the bargaining unit:

NOW THEREFORE, it is hereby ORDERED that the Washington Central Education Association/Vermont-NEA/NEA, is CERTIFIED as the exclusive bargaining representative of all full time kitchen and custodial employees employed by the Calais Board of School Directors, and such employees are added to the existing bargaining unit of paraprofessionals employed by the Calais Board of School Directors represented by the Washington Central Education Association/ Vermont-NEA/NEA.

Dated this 1st day of July 1993, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD


Charles H. McHugh, Chairman


Louis A. Toepfer


Leslie G. Seaver