

VERMONT LABOR RELATIONS BOARD

ORANGE EAST EDUCATION )  
ASSOCIATION/VERMONT-NEA/NEA )

and )

WAITS RIVER VALLEY )  
SCHOOL BOARD )

DOCKET NO. 93-31

ORDER OF CERTIFICATION

On May 6, 1993, the Orange East Education Association/  
Vermont-NEA/NEA ("Association") filed a Petition for Election of  
Collective Bargaining Representative seeking an election among  
all paraprofessionals and kitchen employees employed by the Waits  
River Valley School Board ("Employer").

The Employer responded to the petition on May 25, 1993, and  
raised a unit determination question by contending that the  
custodians should be included in the bargaining unit. The  
Association resolved all issues of unit determination by agreeing  
to the inclusion of custodians in the proposed bargaining unit.  
Based on this agreement, the Employer agreed to the conducting of  
a consent election among the paraprofessionals, kitchen  
employees, and custodians employed by the Waits River Valley  
School Board.

Linda McIntire, Labor Relations Specialist, conducted an  
election on June 10, 1993, in the library of the Waits River  
Valley School in Corinth, Vermont. Superintendent Russell  
Collins observed for the Employer. The Association did not have

an observer. Thirteen of the fifteen eligible employees voted.

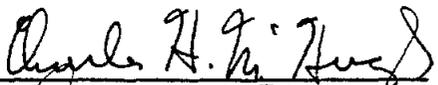
The results of the election were:

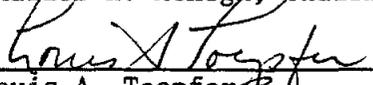
Orange East Education Association/Vermont-NEA/NEA	13
No Union	0

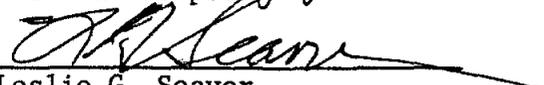
As a result of this election, it is hereby ORDERED that the Orange East Education Association/Vermont-NEA/NEA is CERTIFIED as the exclusive bargaining representative of all paraprofessionals, kitchen employees, and custodians employed by the Waits River Valley School Board.

Dated this 24<sup>th</sup> day of June, 1993, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

  
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Charles H. McHugh, Chairman

  
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Louis A. Toepfer

  
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Leslie G. Seaver