

VERMONT LABOR RELATIONS BOARD

EDUCATIONAL SUPPORT PERSONNEL OF )	
COLCHESTER SUPERVISORY DISTRICT )	
and )	
COLCHESTER EDUCATION )	DOCKET NO. 93-34
ASSOCIATION, VERMONT-NEA )	
and )	
COLCHESTER SUPERVISORY DISTRICT )	
BOARD OF SCHOOL DIRECTORS )	

ORDER OF CERTIFICATION

On May 19, 1993, Nancy Desrochers filed a Petition for Certification of Collective Bargaining Representative with the Labor Relations Board, alleging that the presently certified representative of non-teaching staff of the Colchester Supervisory District, the Colchester Education Association, Vermont-NEA ("Association"), was no longer supported by a majority of the bargaining unit members.

On July 6, 1993, the Labor Relations Board determined that a sufficient showing of interest had been made to support the decertification petition pursuant to Section 33.6 of the Board Rules of Practice.

The responses filed by the Association and the Colchester Supervisory District Board of School Directors ("Employer") addressed whether a bar existed to the conducting of an election. On August 19, 1993, the Labor Relations Board determined that there was no contract bar to the conducting of an election. All parties agreed that the bargaining unit certified by the Board on November 2, 1990 (Docket No. 90-38) is appropriate.

The Board conducted a decertification election among employees in the bargaining unit defined below on September 28, 1993. Linda P. McIntire, Labor Relations Specialist for the Board, conducted the election in the library conference room in Colchester High School, Colchester, Vermont. Mark Bouvier, Business Manager for the Employer, observed for the Employer. Nancy Desrochers observed for the Petitioner. Ellen David Friedman observed for the Association. Seventy-nine of the 109 eligible employees voted.

The results of the election were:

Colchester Education Association, Vermont-NEA	53
No Union	26

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

The Colchester Education Association, Vermont-NEA remains CERTIFIED as the exclusive bargaining representative of the following employees of the Colchester Supervisory District Board of School Directors, who work more than 20 hours per week:

building nurses;

all bus drivers, with the exception of substitute drivers and the Transportation Director;

all secretaries, including the Central Office accounts payable bookkeeper, with the exception of the Superintendent's Administrative Assistant, Central Office secretarial positions currently held by Lee Washburn and Celeste Thompson, and the Central Office assistant bookkeeper;

all cafeteria employees, with the exception of the Food Services Director and Head Chef;

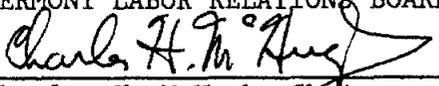
all paraprofessionals and aides, including both special education and classroom aides and library aides; and

all custodians and maintenance employees, but excluding  
the Maintenance Director.

Dated this 13<sup>th</sup> day of October, 1993, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

By:

  
Charles H. McHugh, Chairman