

VERMONT LABOR RELATIONS BOARD

HARTLAND EDUCATION)
ASSOCIATION/VERMONT-)
NEA/NEA)

and)

HARTLAND BOARD OF)
SCHOOL DIRECTORS)

DOCKET NO. 94-16

ORDER OF CERTIFICATION

On April 11, 1994, the Hartland Education Association/Vermont-NEA/NEA ("Association") filed a Petition for Election of Collective Bargaining Representative seeking an election among all paraprofessional, custodial and kitchen employees employed by the Hartland Board of School Directors ("Employer").

The Employer responded to the petition on April 11, 1994, and agreed to the conducting of an election among these employees, provided that the unit did not contain certain specified employees. The Association agreed with the Employer that the appropriate bargaining unit did not contain such employees. The parties agreed that the redefined unit included all paraprofessional, custodial and kitchen employees, excluding the maintenance supervisor, employed by the Employer.

Linda McIntire, Labor Relations Specialist for the Board, conducted an election on May 10, 1994, in the health/lecture room of the Hartland Elementary School in Hartland, Vermont. Neither the Association nor the Employer had an observer during the conducting of the election. Twenty of the twenty-six eligible

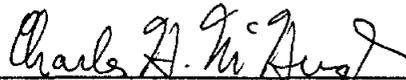
employees voted. Employees were asked if they wished to be represented for exclusive bargaining purposes by the Hartland Education Association/Vermont-NEA/NEA. The results of the election were:

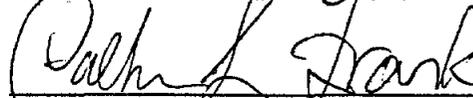
Yes	20
No	0

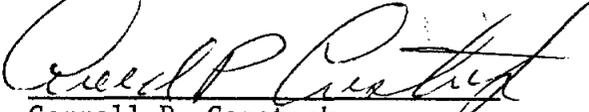
As a result of this election, it is hereby ORDERED that the Hartland Education Association/Vermont-NEA/NEA is CERTIFIED as the exclusive bargaining representative of all paraprofessional, custodial and kitchen employees, excluding the maintenance supervisor, employed by the Hartland Board of School Directors.

Dated this 23rd day of May, 1994, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD


Charles H. McHugh, Chairman


Catherine L. Frank


Carroll P. Comstock