

VERMONT LABOR RELATIONS BOARD

ARLINGTON SCHOOL DISTRICT)	
SUPPORT STAFF EMPLOYEES)	
)	
and)	
)	
ARLINGTON EDUCATION)	DOCKET NO. 94-67
ASSOCIATION/VERMONT-NEA/NEA)	
)	
and)	
)	
ARLINGTON SCHOOL BOARD)	

ORDER OF CERTIFICATION

On November 1, 1994, Kevin P. Keough ("Petitioner"), an employee of the Arlington School Board ("Employer"), filed a Petition for Decertification of Collective Bargaining Representative with the Vermont Labor Relations Board, alleging that the Arlington Education Association/Vermont-NEA/NEA ("Association"), the presently certified representative of Arlington Support Staff employees, was no longer supported by a majority of the bargaining unit members. The Petitioner amended the petition on November 30, 1994.

On December 23, 1994, 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.

In response to the petition, the Employer and the Association agreed that there was no collective bargaining agreement in effect that would act as a bar to a decertification election. The Employer raised an issue of unit determination by contending that a newly created position of kitchen manager should be excluded from the bargaining unit. The Association and the Petitioner agreed that this position should be excluded.

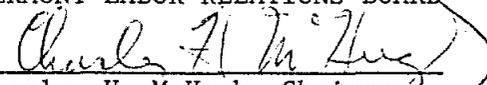
On February 8, 1995, Linda McIntire, Labor Relations Specialist for the Board, conducted a decertification election in the conference room of the Fisher Elementary School in Arlington, Vermont. Christina Gabrus, secretary to the superintendent, observed for the Employer. Floyd Woodard observed the counting of the ballots for the Association. Eighteen of the 21 eligible voters voted. Voters were asked if they wished to be represented for exclusive bargaining purposes by the Arlington Education Association/Vermont-NEA/NEA. The results of the election were:

Yes	12
No	6

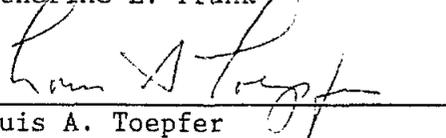
As a result of this election, it is hereby ORDERED that the Arlington Education Association/Vermont-NEA/NEA remains CERTIFIED as the exclusive bargaining representative of all custodians, bus drivers, paraprofessionals and kitchen staff, excluding the kitchen manager, employed by the Arlington School Board.

Dated this 24th day February, 1995, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD


Charles H. McHugh, Chairman


Catherine L. Frank


Louis A. Toepfer