

VERMONT LABOR RELATIONS BOARD

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| RUTLAND NORTHEAST |) | |
| EDUCATION ASSOCIATION/ |) | |
| VERMONT-NEA/NEA |) | |
| |) | |
| and |) | DOCKET NO. 96-13 |
| |) | |
| RUTLAND NORTHEAST |) | |
| SUPERVISORY UNION BOARD |) | |
| OF SCHOOL DIRECTORS |) | |

ORDER OF CERTIFICATION

On March 20, 1996, the Rutland Northeast Education Association/Vermont-NEA/NEA ("Association") filed a Petition for Election of Collective Bargaining Representative to represent for exclusive bargaining purposes all non-certified paraeducators employed by the Rutland Northeast Supervisory Union Board of School Directors ("Employer").

On April 11, 1996, the Employer agreed to the conducting of a consent election among these employees to determine whether they wished to be represented by the Association. On May 22, 1996, Linda P. McIntire, Legal Assistant/Election Officer for the Vermont Labor Relations Board, conducted an election in the upper level library of Otter Valley Union High School. Ellen David-Friedman observed for the Association; Otter Valley Union High School Board Member Frank Sullivan observed for the Employer. Thirty-five of the 64 eligible employees voted. Employees were asked if they wished to be represented for exclusive bargaining purposes by the Rutland Northeast Education Association/Vermont-NEA/NEA. The results of the election were:

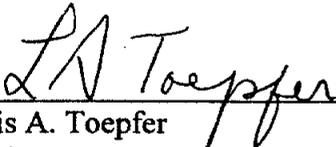
Yes 30

No 5

As a result of this election, it is hereby ORDERED that the Rutland Northeast Education Association/Vermont-NEA/NEA is CERTIFIED as the exclusive bargaining representative of all non-certified paraeducators employed by the Rutland Northeast Supervisory Union Board of School Directors.

Dated this 7th day of June, 1996, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD



Louis A. Toepfer



Leslie G. Seaver



Richard W. Park