

VERMONT LABOR RELATIONS BOARD

CHESTER EDUCATION)	
ASSOCIATION/VERMONT-NEA/)	
NEA)	
)	
and)	DOCKET NO. 96-55
)	
CHESTER-ANDOVER)	
ELEMENTARY SCHOOL BOARD)	
OF DIRECTORS)	

ORDER OF CERTIFICATION

On June 20, 1996, the Chester Education Association/Vermont-NEA/NEA ("Association") filed a Petition for Election of Collective Bargaining Representative to represent for exclusive bargaining purposes all paraeducators and kitchen staff employed by the Chester-Andover Elementary School Board of Directors ("Employer").

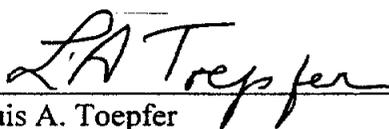
On June 27, 1996, the Employer agreed to the conducting of a consent election among these employees to determine whether they wished to be represented by the Association. On September 18, 1996, Timothy Noonan, Vermont Labor Relations Board Executive Director, conducted an election in the cafeteria/gymnasium of the Chester-Andover Elementary School. The Association and the Employer did not have observers present at the election. Sixteen of 17 eligible employees voted. Employees were asked if they wished to be represented for exclusive bargaining purposes by the Chester Education Association/Vermont-NEA/NEA. The results of the election were:

Yes	13
No	3

As a result of this election, it is hereby ORDERED that the Chester Education Association/Vermont-NEA/NEA is CERTIFIED as the exclusive bargaining representative of all paraeducators and kitchen staff employed by the Chester-Andover Elementary School Board of Directors

Dated this 3rd day of October, 1996, at Montpelier, Vermont.

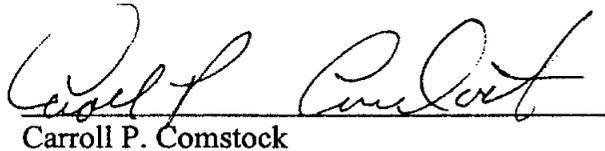
VERMONT LABOR RELATIONS BOARD



Louis A. Toepfer



Leslie G. Seaver



Carroll P. Comstock