

VERMONT LABOR RELATIONS BOARD

AFSCME, AFL-CIO)	
)	
and)	DOCKET NO. 91-44
)	
TOWN OF CAVENDISH)	

ORDER OF CERTIFICATION

On July 18, 1991, AFSCME, AFL-CIO ("Union") filed a Petition for Election of Collective Bargaining Representative, requesting an election among the members of the Highway Crew, excluding the Highway Foreman, and the Water/Sewer Plant Operator employed by the Town of Cavendish ("Employer").

The Employer initially raised questions of unit representation, but ultimately withdrew these objections and agreed to a consent election among this group of employees. Linda McIntire, Board Labor Relations Specialist, conducted an election on October 8, 1991, in the Meeting Room of the Cavendish Town Office Building in Cavendish, Vermont. Ralph Crippen, Union Representative, observed for the Union. Richard Svec, Town Manager, observed for the Employer. All four eligible employees voted. The results of the election were:

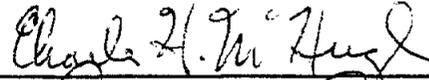
AFSCME, AFL-CIO	3
No Union	1

As a result of the election, it is hereby ORDERED that AFSCME, AFL-CIO is CERTIFIED as the exclusive bargaining representative of the members of the Highway Crew, excluding the

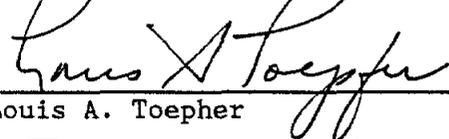
Highway Foreman, and the Water/Sewer Plant Operator employed by
the Town of Cavendish.

Dated this 21st day of October, 1991.

VERMONT LABOR RELATIONS BOARD



Charles H. McHugh, Chairman



Louis A. Toepfer



Carroll P. Comstock