

VERMONT LABOR RELATIONS BOARD

NORWICH TEACHERS ASSCOATION)	
)	
and)	DOCKET NO. 11-44
)	
NORWICH SCHOOL BOARD)	

ORDER

On August 1, 2011, the Norwich Teachers Association (“Association”) filed a Petition for Election of Collective Bargaining Representative, seeking to represent the paraeducators, custodians and secretary employed by the Norwich School Board (“Employer”). The Employer responded to the petition on August 23, 2011, raising a question of unit determination. The Employer indicated that it does not employ a secretary but does employ an administrative assistant to the principal. The Employer contended that the administrative assistant should be excluded from the bargaining unit as a confidential employee.

The Employer and the Association subsequently agreed that the administrative assistant to the principal is not a confidential employee and is properly included in the proposed bargaining unit. The parties agreed to the conducting of a representation election among the paraeducators, custodians and administrative assistant to the principal of the Employer to determine whether they wished to be represented by the Association.

On November 9, 2011, Labor Relations Board Executive Director Timothy Noonan conducted an election among these employees in Lindsay Putnam’s classroom, Room 221, in the Marion Cross School, Norwich, Vermont. Robert Raskevitz, Vermont-NEA Uniserv Director, observed the election for the Association. The Employer had no observer. Employees were asked if they wished to be represented for exclusive

bargaining purposes by the Norwich Teachers Association. 22 of 27 eligible employees voted. The results of the election were:

Yes 20

No 2

As a result of this election, it is ordered that the Norwich Teachers Association is certified as the exclusive bargaining representative of the paraeducators, custodians and administrative assistant to the principal employed by the Norwich School Board.

Dated this 30th day of November, 2011, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

/s/ Richard W. Park

By: Richard W. Park, Chairperson