VERMONT LABOR RELATIONS BOARD

WASHINGTON SOUTH DISTRICT)		
TEACHERS ASSOCIATION, VERMONT-NEA)		
)		
and)	DOCKET NO.	88-57
)		
WASHINGTON SOUTH SUPERVISORY)		
INTON BOARD OF SCHOOL DIRECTORS)		

ORDER OF CERTIFICATION

On November 4, 1988, the Washington South District Teachers' Association, Vermont-NEA ("Association") filed a Petition for Election of Collective Bargaining Representative, requesting an election among all secretaries and paraprofessionals employed by the Washington South Supervisory Union Board of School Directors ("Employer"), except the secretary to the superintendent.

The Employer raised various questions of unit determination, and an evidentiary hearing was held in the Labor Relations Board hearing room on December 1, 1988. At the hearing, the parties agreed to the exclusion of two secretaries, Paula Ricker and Sandra Perkins, from the proposed bargaining unit as part-time employees. As a result, the only remaining dispute was whether the bookkeeper/secretary to the business manager should be included in the bargaining unit. The Employer contended that the secretary/bookkeeper should be excluded as a confidential employee.

The Labor Relations Board issued Findings of Fact, Opinion and Order on January 6, 1989. The Board concluded that the secretary/bookkeeper was a confidential employee and, thus, ineligible to be included in a bargaining unit. The Board ordered that a representation election be conducted among the teacher aides employed by the Employer to determine whether the employees wished to be represented by the Association or no union.

The Labor Relations Board conducted an election on January 26, 1989, in the Special Education Conference Room in Henry House of the Washington South Supervisory Union in Northfield. Timothy Noonan, Board Executive Director, conducted the election. Nancy Berini, the Secretary to the Superintendent, observed the election for the Employer. David Boulanger, Vermont-NEA UniServ Director, observed the election for the Association. Five of the six eligible employees voted.

The results were:

Washington south District Teachers Association, Vermont-NEA

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No Union

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As a result of this election, it is hereby ORDERED:

The Washington South District Teachers Association, Vermont-NEA, is CERTIFIED as the exclusive bargaining representative of the teacher aides employed by the Washington South Supervisory Union Board of School Directors.

Dated this 10th day of February, 1989, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

Charles H. McHugh,

Catherine L. Frank

Louis A. Toenfer