

VERMONT LABOR RELATIONS BOARD

NORTH COUNTRY UNION EDUCATION)
ASSOCIATION, VERMONT-NEA)
)
and)
)
NORTH COUNTRY UNION BOARD OF)
SCHOOL DIRECTORS)

DOCKET NO. 88-80

ORDER OF CERTIFICATION

On October 20, 1988, the North Country Union Education Association, Vermont-NEA, filed a Petition for Election of Collective Bargaining Representative, requesting an election among all non-certified educational support personnel employed by the North Country Union Board of School Directors ("Employer") in the junior and senior high schools with the exception of the kitchen manager, custodial foremen and transportation coordinator.

The Employer and Association resolved unit determination issues in dispute, and agreed that the employees in the following bargaining unit would vote in a consent election to determine whether they wished to be represented by the Association or no union: all non-certified educational support personnel employed by the Employer in the junior and senior high schools with the exception of the kitchen manager, custodial foremen, transportation coordinator, executive secretary to the high school principal, secretary to the junior high school principal, secretary to the high school vocational director and the secretary to the business manager.

Timothy Noonan, Labor Relations Board Executive Director, conducted an election on March 10, 1989, in a conference room at North Country Union High School, Newport, Vermont. Charles Moran, Employer

Business Manager, was present as an observer for the Employer. Ellen David-Friedman, Vermont-NEA Organizer, was present as an observer for the Association. Forty-three of 45 employees on the voter eligibility list voted. In addition, Lorilei Lewis cast a challenged ballot. The Employer claimed she was a temporary employee. Her ballot was sealed and segregated from other employees and not counted in the result of the election.

The results of the election were:

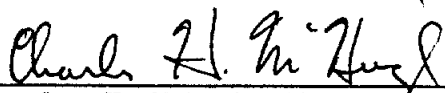
North Country Union Education Association, Vermont-NEA	29
No Union	14

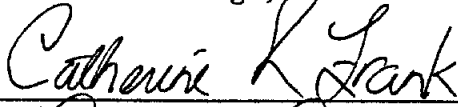
As a result of this election, it is hereby ORDERED:

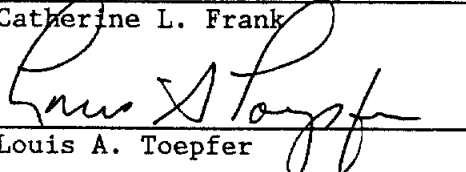
The North Country Union Education Association, Vermont-NEA, is CERTIFIED as the exclusive bargaining representative of all non-certified educational support personnel employed by the North Country Union Board of School Directors in the junior and senior high schools with the exception of the kitchen manager, custodial foremen, transportation coordinator, executive secretary to the high school principal, secretary to the junior high school principal, secretary to the high school vocational director and the secretary to the business manager.

Dated this 21st day of March, 1989, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD


Charles H. McHugh, Chairman


Catherine L. Frank


Louis A. Toepfer