

VERMONT LABOR RELATIONS BOARD

CABOT TEACHERS ASSOCIATION,)
VERMONT-NEA)

and)

CABOT BOARD OF SCHOOL DIRECTORS)

DOCKET NO. 89-77

ORDER OF CERTIFICATION

On November 7, 1989, the Cabot Teachers Association, Vermont-NEA ("Association") filed a Petition for Election of Collective Bargaining Representative, requesting an election among the aides, secretaries, custodians, kitchen staff and bus drivers who are employed more than 20 hours per week by the Cabot Board of School Directors ("Employer").

The Employer agreed to the conducting of a consent election among these employees to determine whether they wished to be represented by the Association or no union.

Timothy Noonan, Labor Relations Board Executive Director, conducted an election on December 5, 1989, in the cafeteria, Cabot School, Cabot, Vermont. There were no observers present. Eight of 13 eligible employees voted.

The results of the election were:

Cabot Teachers Association, Vermont-NEA	8
No Union	0

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

The Cabot Teachers Association, Vermont-NEA is CERTIFIED as the exclusive bargaining representative of the aides, secretaries, custodians, kitchen staff and bus

drivers who are employed more than 20 hours per week by the
Cabot Board of School Directors

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

VERMONT LABOR RELATIONS BOARD

Charles H. McHugh
Charles H. McHugh, Chairman

William G. Kemsley, Sr.
William G. Kemsley, Sr.

Catherine L. Frank
Catherine L. Frank