

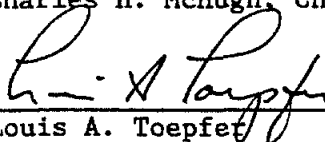


As a result of this election, it is hereby ORDERED that the Lake Region Union High School Custodial/Secretarial Personnel Unit, Vermont-NEA, NEA ("Association") is CERTIFIED as the exclusive bargaining representative of the cafeteria employees employed by the Lake Region Union High School Board of School Directors ("Employer"), and the cafeteria employees are added to the existing bargaining unit represented by the Association of secretaries, custodians and teacher aides employed by the Employer.

Dated this 27<sup>th</sup> day of June 1990, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

  
\_\_\_\_\_  
Charles H. McHugh, Chairman

  
\_\_\_\_\_  
Louis A. Toepfer

  
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Leslie G. Seaver