

VERMONT LABOR RELATIONS BOARD

WINDHAM CENTRAL	)	
EDUCATION ASSOCIATION/	)	
VT-NEA/NEA	)	
	)	
and	)	DOCKET NO. 99 - 5
	)	
DOVER ELEMENTARY	)	
BOARD OF SCHOOL DIRECTORS	)	

ORDER OF CERTIFICATION

On February 19, 1999, the Windham Central Education Association/VT-NEA/NEA ("Association") filed a Petition for Election of Collective Bargaining Representative to represent for exclusive bargaining purposes all custodians and paraeducators employed by the Dover Elementary Board of School Directors ("Employer").

On March 8, 1999, the Employer responded to the petition and raised a question of unit determination, contending that the proposed unit is inappropriate and that it would be more appropriate to include in the unit other noncertified staff, specifically the cook and the bus drivers. On March 17, 1999, the Association agreed to expanding the proposed bargaining unit to include these employees.

On April 13, 1999, Vermont Labor Relations Board Election Officer Linda P. McIntire conducted an election in the conference room of the Dover Elementary School. Cheryl Ruth, Assistant Superintendent of the Windham Central Supervisory Union, observed for the Employer; the Association did not have an observer. Seven of the eight eligible employees voted. Employees were asked if they wished to be represented for exclusive bargaining purposes by the Windham Central Education

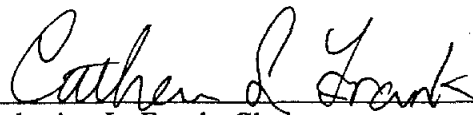
Association/VT-NEA/NEA. The results of the election were:

Yes	5
No	2


As a result of this election, it is hereby ORDERED that the Windham Central Education Association/VT-NEA/NEA is CERTIFIED as the exclusive bargaining representative of all custodians, paraeducators, bus drivers and the cook employed by the Dover Elementary Board of School Directors.

Dated this 30<sup>th</sup> day of April, 1999, at Montpelier, Vermont.

VERMONT LABOR RELATIONS BOARD

  
Catherine L. Frank, Chairperson

  
Leslie G. Seaver

  
Carroll P. Comstock