



## State of New Hampshire

### PUBLIC EMPLOYEE LABOR RELATIONS BOARD

PLYMOUTH EDUCATIONAL SUPPORT PERSONNEL  
ASSOCIATION, NEA-NEW HAMPSHIRE

Petitioner

and

PLYMOUTH SCHOOL DISTRICT

Respondent

CASE NO. M-0554

DECISION NO. 82-77

#### APPEARANCES

##### Representing the Plymouth Educational Support Personnel

Jo Campbell, UniServ Representative, NEA-N.H.  
Peter S. Cofran

##### Representing the Plymouth School District

Bradley F. Kidder, Esq.  
Daniel Cabral, Superintendent

#### BACKGROUND

Plymouth Educational Support Personnel Association, NEA-N.H. filed a petition for the certification of a bargaining unit in the Plymouth School District consisting of the following personnel: aides (4), clerical (5), custodians (4), security person (1), and crossing guard (1). The School Board objects to the proposed unit on the grounds that the five groups of employees do not meet the criteria for a bargaining unit as laid down by RSA 273-A:8, 1, (a) thru (d).

#### FINDINGS OF FACT AND RULINGS OF LAW

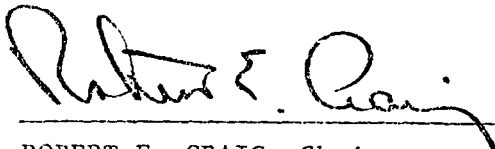
At the hearing, the representative for the proposed unit pointed out that units with similar characteristics have been established at Governor Wentworth School District (Case # M-0518) and at Oyster River School District (Case # T-0326). The NEA-N.H. representative further pointed to the fact of the employees are all functioning within the same organizational unit as support, though not academic, personnel with a self-felt community of interest since they have filed the necessary signature cards with the PELRB.

Representative for the School Board pointed at some of the differences in the various jobs:

- (1) Teacher aides had different job qualifications than teacher assistants and did not receive Blue Cross/Blue Shield benefits;
- (2) crossing guards worked two (2) hours a day, 180 days per year and aides worked 180 days per year while custodians and secretaries worked 183 days per year.
- (3) Secretaries worked for different people in two different school units, although in same building, and one (H.S.) had some "confidential" duties, although not related to labor-management negotiations.

#### DECISION

- (1) Differences between positions do not constitute a barrier for the formation of a single unit composed of support personnel operating within the same organizational unit.
- (2) A unit is hereby created composed of the following support staff: aides (4); clerical (5); custodians (4); security (watchman) (1) and crossing guard (1).

  
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ROBERT E. CRAIG, Chairman

Signed this 17th day of November 1982.

By unanimous vote. Chairman Craig presiding, members Seymour Osman, Russell Hilliard and David Mayhew present and voting. Also present, Executive Director Evelyn C. LeBrun.