



Montana Department of
LABOR & INDUSTRY
Employment Relations Division

Governor Steve Bullock
Commissioner Pam Bucy

Labor Standards Bureau
Collective Bargaining Unit
Board of Personnel Appeals

May 30, 2017

Kathryn Mahe
Attorney at Law
PO Box 7909
Missoula MT 59807 7909

SUBJECT: UD No. 8-2017 (1413-2017) - Election Certification

Dear Ms. Mahe:

The results of the election conducted by the Board of Personnel Appeals (Board) on May 19, 2017, to determine the representative for collective bargaining purposes for certain employees of the Gallatin County, Road and Bridge Department are as follows:

- 25 - eligible voters
- 24 - valid votes cast
- 14 - International Union of Operating Engineers
- 10 - No Representation
- 1 - challenged ballot, (unsigned)

There being a clear majority, the Board hereby certifies the International Union of Operating Engineers, as the exclusive representative for collective bargaining purposes for those employees utilized to bring the daily work assignments within the county road and bridge department to completion. To include drivers, operators, mechanics, laborers that constitute the county's road and bridge work force. Not excluding any other manpower utilized for work recognized under the jurisdiction of the union. To include lead-persons that perform only like duties as the employees they lead when the foreman is absent, EXCLUDING any supervisory personnel who's opinion about worker's qualifications would be used by the county to decide engaging or terminating any worker's employment and that would not typically perform work recognized as coming under the jurisdiction of the union. To exclude clerical workers, office person, and all others not specifically included.

Sincerely,

Patty Anderson
Election Judge
(406) 444-0032
pflynn-anderson@mt.gov

c: International Union of Operating Engineers