

XXXXXXXXXXXXXXXXXXXX
1406 Gallatin

Francis J. Raucci

December 5, 1973

D. R. Kerns, City Manager
City of Helena
Helena, MT 59601

Dear Mr. Kerns:

This is to certify the results of the election conducted by the Board of Personnel Appeals October 2, 1973, to determine union representation for purposes of collective bargaining for City of Helena Fire Department Employees.

Twenty-four (24) employees were eligible to vote of which twenty-one ballots were cast. All twenty-one (21) ballots cast were in favor of being represented by I. A. F. F., Local #448.

There being a clear majority of ballots cast for the International Association of Fire Fighters, Local #448, we hereby certify this organization to have exclusive rights for purposes of collective bargaining.

Sincerely,

Robert R. Jansen
Executive Secretary

RRJ:gk

- copy to: Joe Cross, President, I.A.F.F., Local #448
- Pat Hooks, Chairman, Board of Personnel Appeals
- Warren Harper, Board Member
- Duane Johnson, Board Member
- Joe Reber, Board Member
- Francis Raucci, Board Member
- Sidney Smith, Commissioner of Labor