

4D 3-74

April 19, 1974

James Christensen, Mayor
City of Glasgow
Glasgow, Montana 59230

Dear Mayor Christensen:

The purpose of this letter is to certify the results of the election conducted by the Board of Personnel Appeals on April 16, 1974 to determine the representative for collective bargaining purposes for employees of the City of Glasgow.

There were fourteen (14) employees eligible to vote of which thirteen (13) valid ballots were cast. Ten (10) ballots were cast in favor of representation by the Chauffeurs, Teamsters, Harbormen and Helpers, Local #45 and the International Union of Operating Engineers, Local #400, three (3) ballots were cast in favor of NO representation.

There being a clear majority, the Board of Personnel Appeals does hereby certify the Chauffeurs, Teamsters, Harbormen and Helpers, Local #45 and the International Union of Operating Engineers, Local #400 as the EXCLUSIVE REPRESENTATIVE for collective bargaining purposes of the heavy equipment operators, truck drivers, and maintenance employees employed by the City of Glasgow in the Recreation, Park, Street, Water, Landfill and Cemetery Departments.

The Rules and Regulations of the Board of Personnel Appeals provide that:

"24-1.9 (6) - 9860 (5) Contracts. (a) One copy of each collective bargaining contract between a public employer and a labor organization shall be filed with the Board within thirty (30) days after the final execution thereof."

Thank you for your cooperation in this matter.

Sincerely,

Robert N. Jensen
Executive Secretary

cc: E. C. Lenoir, Lloyds McComick
Dan Mannar, Nellie Loring, Jim Murry

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BEFORE THE BOARD OF PERSONNEL APPEALS

IN THE MATTER OF:

CHAUFFEURS, TEAMSTERS, WAREHOUSEMEN & HELPERS, LOCAL #45, and INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL #400, Co-petitioners, CITY OF GLASGOW, Employer.

DETERMINATION OF APPROPRIATE UNIT

I FINDINGS OF FACT

- 1. Teamsters Local #45 and Operating Engineers Local #400 co-submitted petition (9/28/73) to represent employees of the City of Glasgow who work in the departments of Recreation, Park, Street, Water, Cemetery, and Landfill.
2. Thirty percent (30%) proof of interest requirement met by co-petitioners.
3. Teamsters and Operating Engineers wished to be placed on the ballot as a single choice.
4. City of Glasgow expressed no disagreement with unit as proposed by petitioners.
5. No counter-petitions filed, and no other bargaining unit proposed.
6. In accordance with BPA 24-3.8(10)-S8060(8) (b) a hearing was conducted on the proposed unit in Glasgow, Montana, on January 30, 1974.

II CONCLUSIONS OF LAW

- 1. Employees of the City of Glasgow have the right, under Section 59-1603, R.C.M., 1947, to organize and bargain collectively.
2. The Board of Personnel Appeals has authority, under Section 59-1606(2), R.C.M., 1947, to determine units appropriate for collective bargaining purposes.

III ORDER

In accordance with BPA 24-3.8(10)-S8060(8) (c) the Board of Personnel Appeals hereby determines that the bargaining unit petitioned for by Chauffeurs, Teamsters, Warehousemen and Helpers, Local #45 and International Union of Operating Engineers, Local #400 is an appropriate unit for collective bargaining purposes, that the unit shall consist of "All heavy equipment operators, truck drivers, and maintenance employees employed by the City of Glasgow in the Recreation, Park, Street, Water, Landfill and Cemetery Departments", and that an election be held to determine the exclusive representative.

DATED this 12th day of March, 1974.

Patrick F. Hooks, Chairman
Board of Personnel Appeals

Sub by James Gusterson
James Gusterson
Teamsters
I.U. of #400
Jim Murray
James Gusterson
Board Members
Sid Smith