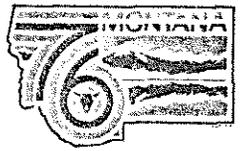




State of Montana



Board of Personnel Appeals

1417 HELENA AVENUE, HELENA, MONTANA 59601
PHONE (406) 449-2890

1-77

MEMBERS:

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March 14, 1977

Charlotte M. Posey

Dr. Kenneth Olsen
Superintendent
215 South Sixth West
Missoula, MT 59801

Dear Dr. Olsen:

The purpose of this letter is to certify the results of the election conducted by the Board of Personnel Appeals on March 7, 1977, to determine the representative for collective bargaining purposes for certain employees of School District #1, Missoula, Montana.

There were four (4) employees eligible to vote of which four (4) valid ballots were cast. Three (3) ballots were cast in favor of Representation by Teamsters Union Local #448 affiliated with International Brotherhood of Teamsters and one (1) ballot was cast in favor of No Representation.

There being a clear majority, the Board hereby certifies the Teamsters Union Local #448 affiliated with International Brotherhood of Teamsters as the exclusive representative for collective bargaining purposes for certain employees of School District #1, Missoula, Montana.

Thank you for your cooperation in this matter.

Sincerely,

Robert R. Jensen
Administrator

RRJ:vb
cc: Leonard I. Disbrow

STATE OF MONTANA
BOARD OF PERSONNEL APPEALS

NOTICE OF ELECTION

TO DETERMINE THE REPRESENTATIVE FOR COLLECTIVE BARGAINING PURPOSES DESIRED BY CERTAIN EMPLOYEES OF MISSOULA SCHOOL DISTRICT #1, 215 South 6th West, MISSOULA, MONTANA.

On March 7, 1977, an election by secret ballot will be held in the Conference Room, Personnel Office, School District #1, 215 South 6th West, Missoula, Montana. The polls will be open from 2:00 P.M. to 2:30 P.M. This election shall be conducted by the Board of Personnel Appeals for the purpose of determining whether or not the employees described below desire to be represented by the Teamsters Union Local #448, affiliated with the International Brotherhood of Teamsters. The decision of the majority of those actually voting will be determinative.

ELIGIBILITY OF VOTERS

Those eligible to vote shall be all employees employed by the School Hot Lunch Program as Drivers transporting food for the hot lunch program in School District #1, Missoula, Montana, on the date the petition was filed, January 24, 1977, excluding those employees who have voluntarily terminated their employment between the filing date and the date of the election.

INSTRUCTION TO VOTERS

This is an election by SECRET BALLOT. A sample ballot is attached hereto. Official ballots will be distributed at the polling place. VOTE BY MARKING AN "X" IN ONE SQUARE. ANY OTHER MARK WILL VOID YOUR BALLOT. If you make any mistakes in marking your ballot, return it to the Board's agent, who will destroy it immediately and give you another ballot. Fold your ballot and deposit it personally in the ballot box.

MARK ONLY AN "X" ON YOUR BALLOT,
INSIDE ONE SQUARE

Do not sign your name

AUTHORIZED OBSERVERS

The employer and the employee organization(s) may each designate observer(s), who will be appointed by the Board. These observers will act as watchers at the polling place and assist the Board's agent in identifying voters.

COUNTING OF BALLOTS

Ballots will be counted by the Board's agent after closing of the polls. Authorized observers may be present.

INTERFERENCE, COERCION AND ELECTIONEERING

Voters shall be allowed to vote without interference or coercion. Electioneering will not be permitted within the polling area. The Board expects voluntary compliance with this regulation; otherwise, it will be strictly enforced.

BOARD OF PERSONNEL APPEALS

BY Robert R. Jensen

Robert R. Jensen
Administrator

DATED: February 23, 1977