

DEPARTMENT OF LABOR AND INDUSTRY

BOARD OF PERSONNEL APPEALS



STAN STEPHENS, GOVERNOR

P.O. BOX 1728

STATE OF MONTANA

(408) 444-3022

HELENA, MONTANA 59624

February 24, 1993

Michael Smith, Superintendent
Outlook School Districts No. 29
P.O. Box 295
Outlook, MT 59252

RE: Unit Determination No. 6-93

Dear Mr. Smith:

The results of the election conducted by the Board of Personnel Appeals on February 16, 1993, to determine the representative for collective bargaining purposes for certain employees of the Outlook Public School Elementary District No. 29 and High School District No. 29 of Outlook, Montana, are as follows:

- 13 - eligible voters
- 11 - valid votes cast
- 11 - Montana Education Association, NEA
- 0 - No Representation
- 0 - challenged ballots

There being a clear majority, the Board hereby certifies the Montana Education Association, NEA as the exclusive representative for collective bargaining purposes for all employees employed by the Outlook Elementary School District No. 29 and High School District No. 29 who are certified in Class I, II, IV or V as provided for in Section 20-4-201 MCA, and whose position of employment requires certification in Class I, II, IV or V as provided for in Section 20-4-106 MCA, excluding the superintendent, principals, substitute employees, casual employees, part-time employees (those working less than four (4) hours per day or twenty (20) hours per week) temporary employees (those employees working less than thirty (30) consecutive days in the bargaining unit), substitute employees, casual employees,

Michael Smith, Superintendent
February 24, 1993
Page Two

all management officials, all confidential employees, all supervisory employees, the school district clerk, school administrators, all those excluded by Section 39-31-103 MCA and all other employees.

Sincerely,

A handwritten signature in cursive script that reads "Jennifer Jacobson". The signature is written in black ink and is positioned above the typed name and title.

Jennifer Jacobson
Election Judge

cc: Maggie Copeland
Rick D'Hooge