

State of Montana  
Department of Labor & Industry  
Marc Racicot, Governor



Employment Relations Division  
July 31, 1996

Board of Personnel Appeals  
Collective Bargaining Unit

Paula Stoll, Chief  
Labor Relations Bureau  
State Personnel Division - Department of Administration  
Room 130 - Mitchell Building  
Helena MT 59620

SUBJECT: Unit Determination No. 12-96 - Certification

Dear Ms. Stoll:

The results of the election conducted by the Board of Personnel Appeals on Tuesday, July 23, 1996, to determine the representative for collective bargaining purposes for certain employees of the State of Montana Department of Public Health and Human Services, Child and Family Services Division, Broadwater County Welfare Department are as follows:

- 3 - eligible voters
- 2 - valid votes cast
- 2 - Montana Public Employees Association
- 0 - No Representation
- 0 - challenge ballot

There being a clear majority, the Board hereby certifies the **MONTANA PUBLIC EMPLOYEES ASSOCIATION OF HELENA, MONTANA** as the exclusive representative for collective bargaining purposes for **ALL EMPLOYEES OF THE STATE OF MONTANA, DEPARTMENT OF PUBLIC HEALTH AND HUMAN SERVICES, CHILD AND FAMILY SERVICES DIVISION, BROADWATER COUNTY WELFARE DEPARTMENT, EXCLUDING ALL SUPERVISORS AND MANAGERS.**

Sincerely,

A handwritten signature in cursive script that reads "Jennifer Jacobson".

Jennifer Jacobson  
Election Judge

c: David R. Depew