

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



Employment Relations Division

Board of Personnel Appeals

August 8, 1997

Dan Connors, Chair  
Custer County Board of Commissioners  
1010 Main  
Miles City MT 59301

SUBJECT: Unit Determination No. 18-97 - Election Certification

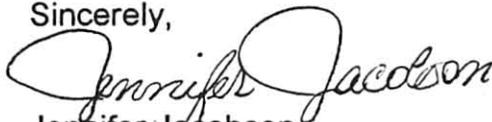
Dear Mr. Connors:

The results of the election conducted by the Board of Personnel Appeals on **THURSDAY, JULY 31, 1997**, to determine the representative for collective bargaining purposes for certain employees of **CUSTER COUNTY** are as follows:

- 51 - eligible voters
- 40 - valid votes cast
- 21 - Teamsters Union Local No. 190
- 19 - No Representation
- 3 - void ballots (unsigned return envelopes)

There being a clear majority, the Board hereby certifies the **TEAMSTERS UNION LOCAL NO. 190, AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS OF BILLINGS, MONTANA**, as the exclusive representative for collective bargaining purposes for **ALL EMPLOYEES EMPLOYED BY CUSTER COUNTY, EXCLUDING SHERIFF'S DEPUTIES, SUPERVISORS AND ELECTED OFFICIALS AS DEFINED BY THE ACT (MONTANA COLLECTIVE BARGAINING ACT FOR PUBLIC EMPLOYEES), TEMPORARY EMPLOYEES WHO WORK FIVE HUNDRED (500) HOURS OR LESS IN A WORK YEAR AND ON-CALL POSITIONS OF CUSTER COUNTY, MONTANA.**

Sincerely,

  
Jennifer Jacobson  
Election Judge

c: Earl Brandt  
Duane Johnson