

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



Employment Relations Division

Board of Personnel Appeals

January 28, 1997

John Hargrove, Superintendent
Missoula County School District No. 40
PO Box 117
Frenchtown MT 59843-0117

SUBJECT: Unit Determination No. 3-97 - Election Certification

Dear Mr. Hargrove:

The results of the election conducted by the Board of Personnel Appeals on Friday, January 17, 1997, to determine the representative for collective bargaining purposes for certain employees of the **MISSOULA COUNTY SCHOOL DISTRICT NO. 40 OF FRENCHTOWN, MONTANA**, are as follows:

- 12 - eligible voters
- 12 - valid votes cast
- 4 - Teamsters Union Local No. 2
- 8 - No Representation
- 1 - challenge ballot (voter cast ballot - not on list of eligible voters)

There being a clear majority, the Board hereby certifies **NO REPRESENTATION** for collective bargaining purposes for **CERTAIN EMPLOYEES OF MISSOULA COUNTY SCHOOL DISTRICT NO. 40, FRENCHTOWN, MONTANA, EMPLOYED AS BUS DRIVERS**, EXCLUDING ALL SUBSTITUTE, PROBATIONARY, PART-TIME (EMPLOYEES WORKING LESS THAN FIVE HOURS PER WEEK IN THE BARGAINING UNIT) AND TEMPORARY EMPLOYEES (EMPLOYEES WORKING LESS THAN 30 CONSECUTIVE DAYS IN THE BARGAINING UNIT); ALL KINDERGARTEN, SPECIAL EDUCATION AND EXTRA-CURRICULAR BUS DRIVERS; MECHANICS; THE SCHOOL DISTRICT CLERK; SUPERINTENDENT, PRINCIPALS; CONFIDENTIAL EMPLOYEES; SUPERVISORY EMPLOYEES; MANAGEMENT EMPLOYEES AND ALL THOSE EXEMPTED BY THE COLLECTIVE BARGAINING FOR PUBLIC EMPLOYEES ACT, SECTION 39-31-103, MCA (1995) AND ALL OTHER EMPLOYEES.

Sincerely,

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

c: Arlyn Plowman
Frank Kankelborg