

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



Employment Relations Division

Board of Personnel Appeals

February 26, 1998

Dan Geer, Chairman  
Glacier County Commissioners  
512 East Main  
Cut Bank MT 59427

SUBJECT: Unit Determination No. 14-98 - Election Certification

Dear Mr. Geer:

The results of the election conducted by the Board of Personnel Appeals on February 18, 1998, to determine the representative for collective bargaining purposes for certain employees of the Glacier County Road Department are as follows:

- 15 - eligible voters
- 14 - valid votes cast
- 12 - International Union of Operating Engineers Local 400
- 2 - No Representation
- 1 - challenge ballot

There being a clear majority, the Board hereby certifies the **INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL NO. 400 OF HELENA, MONTANA**, as the exclusive representative for collective bargaining purposes for **THOSE INDIVIDUALS EMPLOYED BY GLACIER COUNTY AT AND FOR THE ROAD DEPARTMENT INCLUDING BUT NOT LIMITED TO: EQUIPMENT OPERATORS (INCLUDING THE CRUSHER AND HOT PLANT OPERATORS), TRUCK DRIVERS, MECHANICS AND SERVICEMEN, EXCLUDING ALL CLERICAL AND SUPERVISORY PERSONNEL.**

Sincerely,

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

Jennifer Jacobson  
Election Judge

c: Marilyn McKelvey