

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



Employment Relations Division

Board of Personnel Appeals

May 12, 1998

Paula Stoll, Chief  
Labor Relations Bureau  
Department of Administration  
PO Box 200127  
Helena MT 59620-0127

SUBJECT: Unit Determination No. 17-98 - Election Certification

Dear Ms. Stoll:

The results of the election conducted by the Board of Personnel Appeals on May 4, 1998, to determine the representative for collective bargaining purposes for certain employees of the **MONTANA DEPARTMENT OF FISH, WILDLIFE & PARKS** are as follows:

- 18 - eligible voters
- 16 - valid votes cast
- 13 - AFSCME Montana Council No. 9
- 3 - No Representation
- 0 - challenge ballot

There being a clear majority, the Board hereby certifies the **AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES, MONTANA COUNCIL NO. 9, AFL-CIO of Helena, Montana**, as the exclusive representative for collective bargaining purposes for **ALL FISH CULTURISTS AND FISH HEALTH SPECIALISTS WHO WORK .5 FTE OR ABOVE FOR THE DEPARTMENT OF FISH, WILDLIFE & PARKS, STATE OF MONTANA**, EXCLUDING SUPERVISORS, CONFIDENTIAL EMPLOYEES AND MEMBERS OF OTHER BARGAINING UNITS AS DEFINED BY THE MONTANA CODE.

Sincerely,

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

Jennifer Jacobson  
Election Judge

c: Don Kinman