

# State of Montana

Department of Labor & Industry

Marc Racicot, Governor



Employment Relations Division

Board of Personnel Appeals

December 7, 1999

SUBJECT: Unit Determination No. 6-99 -  
Election Certification

Carol Kienenberger, Chair  
Phillips County  
PO Box 360  
Malta MT 59538-0360

Dear Ms. Keinenberger:

The results of the election conducted by the Board of Personnel Appeals on November 27, 1998, to determine the representative for collective bargaining purposes for certain employees of the Phillips County Road and Bridge Department and Refuse District of Malta, Montana, are as follows:

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

There being a clear majority, the Board hereby certifies the **INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 400 OF HELEN, MONTANA**, as the exclusive representative for collective bargaining purposes for **THOSE INDIVIDUALS EMPLOYED BY PHILLIPS COUNTY AT AND FOR THE ROAD AND BRIDGE DEPARTMENT AND REFUSE DISTRICT INCLUDING BUT NOT LIMITED TO: EQUIPMENT OPERATORS (INCLUDING THE CRUSHER AND HOT PLANT OPERATORS), TRUCK DRIVERS, MECHANICS AND SERVICEMEN, EXCLUDING ALL CLERICAL AND ROAD AND BRIDGE DEPARTMENT SUPERVISORY PERSONNEL.**

Sincerely,

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

Jennifer Jacobson  
Election Judge

c: Cassandra Curriero