

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



Employment Relations Division

Labor Standards Bureau  
Labor Mediation Unit

December 21, 1999

Glen Johnson, Superintendent  
Harrison Public Schools  
PO Box 7  
Harrison MT 59735-0007

SUBJECT: Unit Determination No. 7-2000 - Election Certification  
Harrison Education Association, MEA/NEA - Harrison K-12 Schools

Dear Mr. Johnson:

The results of the election conducted by the Board of Personnel Appeals on December 13, 1999, to determine the representative for collective bargaining purposes for certain employees of the **HARRISON K-12 SCHOOLS of Harrison, Montana**, are as follows:

- 17 - eligible voters
- 17 - valid votes cast
- 4 - No Representation
- 13 - HARRISON MEA/MFT, AFT, AFL-CIO
- 0 - challenge ballot

There being a clear majority, the Board hereby certifies the **HARRISON EDUCATION ASSOCIATION, AFFILIATED WITH THE MONTANA EDUCATION ASSOCIATION/MONTANA FEDERATION OF TEACHERS, NEA, AFT, AFL-CIO OF HELENA, MONTANA**, as exclusive representative for collective bargaining purposes for ALL "PUBLIC EMPLOYEES," AS THAT TERM IS DEFINED IN MONTANA CODE ANNOTATED SECTION 39-31-103(9) (1999), EMPLOYED AS REGULAR CLASSROOM TEACHERS IN POSITIONS REQUIRING CERTIFICATION IN CLASSES 1, 2, 4, OR 5 AS DEFINED IN MONTANA CODE ANNOTATED SECTION 20-4-106 (1999), EXCLUDING ALL PERSONS EXCLUDED BY THE DEFINITION ABOVE, INCLUDING BUT NOT LIMITED TO ALL PERSONS EMPLOYED AS SUBSTITUTE TEACHERS WORKING LESS THAN 90 PUPIL INSTRUCTION DAYS DURING ANY SCHOOL YEAR.

Sincerely,

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

Jennifer Jacobson  
Election Judge

c: Andy Sever  
Colleen Graham