

State of Montana  
Department of Labor & Industry  
Judy Martz, Governor



Employment Relations Division

Labor Standards Bureau  
Labor Mediation Unit

December 18, 2001

Phyllis Leonard, Mayor  
City of Havre  
520 Fourth Street  
Havre MT 59501

SUBJECT: Unit Determination No. <sup>10-1002</sup>5-2001 - Election Certification  
Montana Public Employees Association -  
City of Havre Police Department

Dear Ms. Leonard:

The results of the election conducted by the Board of Personnel Appeals on December 10, 2001, to determine the representative for collective bargaining purposes for certain employees of the **CITY OF HAVRE POLICE DEPARTMENT of Havre, Montana**, are as follows:

7 - eligible voters  
3 - valid votes cast  
3 - No Representation  
0 - Montana Public Employees Association  
0 - challenge ballot

There being a clear majority, the Board hereby certifies **NO REPRESENTATION** collective bargaining purposes for **COMMUNICATION OFFICERS (DISPATCH) AND COMMUNICATION OFFICER/SECRETARY (POLICE DEPARTMENT) OF THE CITY OF HAVRE, MONTANA, EXCLUDING STATUTORY EXCLUSIONS.**

Sincerely,

Handwritten signature of Jennifer Jacobson in cursive.

Jennifer Jacobson  
Election Judge

c: Richard Letang  
Kevin Olson, Chief of Police  
Mary Van Buskirk, Havre City Attorney