

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



Employment Relations Division

Labor Standards Bureau
Labor Mediation Unit

August 4, 2003

Jim Rupp, Executive Director
Human Resources Development Council
District IX
32 South Tracy Ave
Bozeman MT 59715

SUBJECT: Unit Determination No. 10-2003
Montana Education Association-Montana Federation of Teachers, AFT, NEA, AFL-CIO -
Human Resources Development Council, District IX
Election Certification

Dear Mr. Rupp:

The results of the election conducted by the Board of Personnel Appeals on July 25, 2003, to determine the representative for collective bargaining purposes for certain employees of the **HUMAN RESOURCES DEVELOPMENT COUNCIL, DISTRICT IX**, of Bozeman, Montana, are as follows:

29 - eligible voters
26 - valid votes cast
13 - No Representation
13 - Montana Education Association-Montana Federation of Teachers, AFT, NEA, AFL-CIO
0 - challenge ballot

There being no clear majority, the Board hereby certifies **NO REPRESENTATION** for collective bargaining purposes for **EMPLOYEES OF THE HUMAN RESOURCES DEVELOPMENT COUNCIL, DISTRICT IX, EMPLOYED IN THE POSITIONS OF HEAD START TEACHERS, HEAD START ASSISTANT TEACHERS, HEAD START CLASSROOM AIDES, HEAD START NUTRITION AIDES, HEAD START BUS AIDES, HEAD START COOKS AND HEAD START BUS DRIVERS, EXCLUDING ALL POSITIONS EXEMPTED BY SECTION 39-31-103 MCA AND ALL OTHER POSITIONS OF THE EMPLOYER.**

Sincerely,

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

Jennifer Jacobson
Election Judge

c: Melissa Case
Rich D'Hooge