

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



Employment Relations Division

Labor Standards Bureau
Labor Mediation Unit

April 22, 2004

Albert Peterson, Superintendent
Hardin Public Schools
Route 1 PO Box 1001
Hardin MT 59034-1001

SUBJECT: Unit Determination No 11-2004 (1576-2004) - Election Certification
Hardin Public Schools: Crow Agency: Fort Smith; Intermediate; Primary; Middle and High Schools -
Montana Education Association - Montana Federation of Teachers, NEA, AFT, AFL-CIO

Dear Mr. Peterson:

The results of the election conducted by the Board of Personnel Appeals on April 13, 2004, to determine the representative for collective bargaining purposes for certain employees of the **HARDIN PUBLIC SCHOOLS; CROW AGENCY; FORT SMITH; INTERMEDIATE; PRIMARY; MIDDLE AND HIGH SCHOOLS** of Hardin, Montana, are as follows:

123 - eligible voters
91 - valid votes cast
60 - MEA-MFT, NEA, AFT, AFL-CIO
31 - No Representation
2 - Void Ballots

There being a clear majority, the Board hereby certifies the **Montana Education Association - Montana Federation of Teachers, affiliated with the National Education Association, American Federation of Teachers, AFL-CIO** of Helena, Montana, as the exclusive representative for collective bargaining purposes for the **CLASSIFIED STAFF EMPLOYED AS BAKERS, COOKS, DISHWASHERS, JANITORS, CUSTODIANS, KITCHEN AIDES, GROUNDSKEEPERS, PARAPROFESSIONALS, AIDES, RESOURCE ROOM AIDES, LIBRARY AIDES, MAINTENANCE, SECRETARIES, SPECIAL EDUCATION AIDES, NETWORK TECHNICIANS, TUTORS, RECEPTIONISTS, LUNCH CLERKS, CAFETERIA AIDES, CHILDCARE TUTORS, FAMILY ADVOCATES, AQUATIC AIDES, BEHAVIOR SPECIALISTS, HEAD/LEAD CUSTODIANS, PLUMBER AND BOILER OPERATORS OF HARDIN PUBLIC SCHOOLS; CROW AGENCY, FORT SMITH, INTERMEDIATE, PRIMARY, MIDDLE AND HIGH SCHOOL, EXCLUDING INDIVIDUALS CERTIFIED IN CLASS I, II, III OR V, SUPERINTENDENT, PRINCIPALS, DEPARTMENT HEADS, DIRECTORS, ALL EMPLOYEES WORKING LESS THAN 15 HOURS PER WEEK, BUS DRIVERS, CONTRACTED EMPLOYEES, ACTIVITIES DRIVERS AND MANAGEMENT.**

Sincerely,

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

Jennifer Jacobson
Election Judge

c: Melissa Case
Scott McCulloch
Stacy Cummings

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