

**State of Montana**  
Department of Labor & Industry  
Brian Schweitzer, Governor



Employment Relations Division

Labor Standards Bureau  
Labor Mediation Unit

May 12, 2005

Chair  
Lincoln County Commissioners  
418 Mineral Ave  
Libby MT 59923

SUBJECT: Unit Determination No. 9-2005 (1826-2005) - Election Certification  
INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL NO. 400 -  
LINCOLN COUNTY REFUSE

Dear Lincoln County Commissioner Chair:

The results of the election conducted by the Board of Personnel Appeals on May 2, 2005, to determine the representative for collective bargaining purposes for certain employees of the **LINCOLN COUNTY REFUSE of Libby, Montana**, are as follows:

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

There being no clear majority, the Board hereby certifies the **INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL NO. 400 of Kalispell, Montana**, as the exclusive bargaining representative for collective bargaining purposes for **ALL FULL-TIME AND REGULAR PART-TIME LANDFILL OPERATORS AND REFUSE DRIVERS EMPLOYED BY LINCOLN COUNTY, MONTANA AT ITS LANDFILL OPERATIONS LOCATED AT LIBBY AND EUREKA, MONTANA, EXCLUDING ELECTED OFFICIALS, SUPERVISORS, MANAGEMENT OFFICIALS, CONFIDENTIAL EMPLOYEES, SEASONAL EMPLOYEES AND ALL OTHER EMPLOYEES NOT EXPRESSLY INCLUDED.**

Sincerely,

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

Jennifer Jacobson  
Election Judge

c: Albert L. Clarke, I.U.O.E. Local No. 400  
Daniel D. Johns, Attorney for Employer