

State of Montana  
Department of Labor & Industry

Brian Schweitzer, Governor



Employment Relations Division

Labor Standards Bureau  
Labor Mediation Unit

February 6, 2006

Paula Stoll, Director  
State Office of Labor Relations  
Montana Dept Administration  
PO Box 200152  
Helena MT 59620-0152

SUBJECT: Unit Determination No. 4-2006 (625-2006) - Election Certification  
Laborers' Local No. 1686, Laborers International Union of North America -  
Montana Department of Administration - General Services Division

Dear Ms. Stoll:

The results of the election conducted by the Board of Personnel Appeals on January 26, 2006, to determine the representative for collective bargaining purposes for certain employees of the **MONTANA DEPARTMENT OF ADMINISTRATION, GENERAL SERVICES DIVISION**, are as follows:

4 - eligible voters  
4 - valid votes cast  
0 - No Representation  
4 - Laborers' Local No. 1686, Laborers International Union of North America  
0 - challenge ballot

There being a clear majority, the Board hereby certifies the **LABORERS' LOCAL NO. 1686, affiliated with the Laborers' International Union of North America of Helena, Montana**, for collective bargaining purposes for **CERTAIN PUBLIC EMPLOYEES AS DEFINED IN SECTION 39-31-103 MCA (2005) EMPLOYED BY THE MONTANA DEPARTMENT OF ADMINISTRATION, GENERAL SERVICES DIVISION, AS GROUNDSKEEPERS IN JOB CODE 373112 (SOC 37-3001), EXCLUDING SHORT TERM WORKERS AND TEMPORARY EMPLOYEES AS DEFINED IN SECTION 2-18-101 MCA (2005), ALL MANAGERIAL, SUPERVISORY AND CONFIDENTIAL EMPLOYEES, ALL THOSE EXEMPTED BY 39-31-103 MCA (2005), MEMBERS OF OTHER BARGAINING UNITS AND ALL OTHER EMPLOYEES.**

Sincerely,

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

Jennifer Jacobson  
Election Judge

c: Kimberly Greco, Field Representative  
Arlyn Plowman, Labor Relations Specialist  
Doug Olson, Facilities Manager