

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



Employment Relations Division

Labor Standards Bureau
Labor Mediation Unit

November 9, 2006

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

SUBJECT: Unit Determination No. 1-2007 (105-2007) - Election Certification
Montana Education Association - American Federation of Teachers, NEA, AFT, AFL-CIO -
Human Resources Development Council - District IX - Bozeman

Dear Mr. Rupp:

The results of the election conducted by the Board of Personnel Appeals on October 27, 2006, to determine the representative for collective bargaining purposes for certain employees of the **HUMAN RESOURCES DEVELOPMENT DISTRICT IX of Bozeman, Montana** are as follows:

23 - eligible voters
21 - valid votes cast
11 - MEA-MFT, NEA, AFT, AFL-CIO
10 - No Representation
1 - Void Ballot
0 - challenge ballot

There being a clear majority, the Board hereby certifies the **MONTANA EDUCATION ASSOCIATION - MONTANA FEDERATION OF TEACHERS, NEA, AFT, AFL-CIO of Helena, Montana** as exclusive bargaining representative 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 NUTRITION/BUS AIDES, HEAD START COOKS AND HEAD START BUS DRIVER, EXCLUDING ALL POSITIONS EXEMPTED BY SECTION 39-31-103 MCA, GALAVAN DRIVERS, SUBSTITUTE/RELIEF DRIVERS, SUBSTITUTE TEACHERS, PART-TIME EMPLOYEES WORKING LESS THAN 15 HOURS PER WEEK, TEMPORARY EMPLOYEES, CONTRACT EMPLOYEES, INDEPENDENT CONTRACTORS 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, Organizing Director, MEA-MFT
Steve Bullock, Attorney at Law
Cyndi Graham, Human Resources Director
Rick D'Hooge