

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



Employment Relations Division  
Board of Personnel Appeals

Labor Standards Bureau

April 23, 2009

Kevin McRae  
Office of the Commissioner of Higher Education  
PO Box 203201  
Helena MT 59620-3201

SUBJECT: Unit Determination No. 16-2008 (1960-2008) - Election Certification

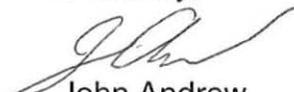
Dear Mr. McRae:

The results of the election conducted by the Board of Personnel Appeals on April 14, 2009, to determine the representative for collective bargaining purposes for certain employees of the Montana University System, Montana State University are as follows:

- 380 - eligible voters
- 325 - valid votes cast
- 168 - Associated Faculty of Montana State University, MEA-MFT
- 156 - No Representation
- 1 - Board challenged ballot

There being a clear majority, the Board hereby certifies the Associated Faculty of Montana State University, MEA-MFT, as the exclusive representative for collective bargaining purposes for all tenure/tenure track faculty .5 and above including the following: Professor, Associate Professor, Assistant Professor, Library Faculty excluding Administration including President, Vice Presidents, Provost, Dean, and assistants and associates of those positions; Department Head, Department Chair, Directors; Affiliate Professors; Faculty who are Professional Engineers, Engineers In Training / Engineer Interns (EIT); Research Faculty including Research Professor, Research Associate Professor, Research Assistant Professor, Associate Research Professor, Assistant Research Professor, Affiliate Research Professor; Emeritus Faculty, Retired Faculty working under post-retirement contract; Extension Agents (tenurable and non-tenurable); Extension Specialists (tenurable and non-tenurable); Agricultural Experiment Station Faculty and Staff; Classified Staff; Contract Professional Staff; Post Doctorate, Post Doctorate Researcher, Graduate Teaching Assistant, Graduate Research Assistant; ROTC Faculty; as well as Adjunct faculty including: Adjunct Professor, Adjunct Associate Professor, Adjunct Assistant Professor, Adjunct Instructor, Adjunct Lecturer, Lecturer, Instructor, Clinical Resource Nurse.

Sincerely,

  
John Andrew  
Election Judge

c: Melissa Case, Associated Faculty of Montana State University, MEA-MFT