

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



Employment Relations Division  
Board of Personnel Appeals

Labor Standards Bureau  
Collective Bargaining Unit

August 11, 2008

Park County Commissioners  
c/o Rick D'Hooge  
PO Box 1143  
Helena MT 59624-1143

SUBJECT: Unit Determination No. 17-2008 - Election Certification

Dear Commissioner:

The results of the election conducted by the Board of Personnel Appeals on August 4, 2008, to determine the representative for collective bargaining purposes for certain employees of the Park County Road Department are as follows:

- 9 - eligible voters
- 7 - valid votes cast
- 7 - Teamsters Local Union #2
- 0 - No Representation
- 0 - challenged ballot

There being a clear majority, the Board hereby certifies the Teamsters Local Union #2, as the exclusive representative for collective bargaining purposes for employees of the County employed in positions of Road Department operator(s), labor(s) and/or mechanic employed on June 10, 2008, the date the petition was filed, EXCLUDING employees employed in the positions of supervisor(s), Elected Officials, Employees who work less than 21 hours per week, Temporary Employees (less than 90 consecutive days in July 1-June 30 year), contracted Employees, Voluntary Work, Court ordered community service, intern, trainee, Employees excluded by Montana Collective Bargaining Act and all other (positions) exclusions under the Act.

Sincerely,

  
John Andrew  
Election Judge

c: Bill Rowe, Teamsters Union Local 2