

# State of Montana

## Department of Labor & Industry

Brian Schweitzer, Governor



Employment Relations Division  
Board of Personnel Appeals

Labor Standards Bureau

August 18, 2008

Steve Johnson, HR Director  
Missoula County  
200 West Broadway  
Missoula, MT 59802

SUBJECT: Unit Determination No. 18-2008 - Election Certification  
Montana Nurses Association – Missoula City-County Health Department

Dear Mr. Johnson:

The results of the election conducted by the Board of Personnel Appeals on August 11, 2008, to determine the representative for collective bargaining purposes for certain employees of the Missoula City-County Health Department are as follows:

- 14 - eligible voters
- 12 - valid votes cast
- 10 - Montana Nurses Association
- 0 - No Representation
- 1 – Board challenged ballot

There being a clear majority, the Board hereby certifies the Montana Nurses Association as the exclusive bargaining representative for collective bargaining purposes for registered nurses regularly scheduled to work 20 hours a week or more employed by the Missoula City-County Health Department excluding supervisory, managerial, temporary and intermittent/on call employees and any employee who is included in another existing bargaining

Sincerely,

A handwritten signature in black ink, appearing to read "John Andrew".

John Andrew  
Election Judge

c: Bill Smith, MNA