

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



Employment Relations Division  
Board of Personnel Appeals

Labor Standards Bureau  
Collective Bargaining Unit

March 19, 2009

William Colter  
Superintendent  
Charlo Public Schools  
PO Box 10  
Charlo MT 59824

**SUBJECT:** Unit Determination No. 5-2009 (1192-2009) - Election Certification

Dear Superintendent Colter:

The results of the election conducted by the Board of Personnel Appeals on March 10, 2009, to determine the representative for collective bargaining purposes for certain employees of the Charlo Public Schools, Elementary & High School, District 7J are as follows:

20 - eligible voters  
17 - valid votes cast  
15 - MEA-MFT  
2 - No Representation  
0 - challenged ballot

There being a clear majority, the Board hereby certifies the MEA-MFT, as the exclusive representative for collective bargaining purposes for all classified employees, including but not limited to teacher aides (both instructional and non-instructional), food service employees, custodial & maintenance employees, secretaries & office workers, bus drivers, and 21st Century Coordinator/Aide, EXCLUDING any employees excluded by the Public Employees Collective Bargaining Act.

Sincerely,

A handwritten signature in cursive script that reads "John Andrew".

John Andrew  
Election Judge

c: Tom Gigstad, MEA-MFT