

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



Employment Relations Division
Board of Personnel Appeals

Labor Standards Bureau
Collective Bargaining Unit

May 6, 2009

Katherin Kelker
Executive Director
Head Start Inc
615 N 19th St
Billings MT 59101

SUBJECT: Unit Determination No. 8-2009 (1464-2009) - Election Not Certified

Dear Ms. Kelker:

The results of the election conducted by the Board of Personnel Appeals on April 28, 2009, to determine the representative for collective bargaining purposes for certain employees of the Head Start Inc. are as follows:

44 - eligible voters
36 - valid votes cast
11 - MEA-MFT
25 - No Representation
0 - challenged ballot

There being a clear majority, the Board hereby **does not** certify the MEA-MFT, as the exclusive representative for collective bargaining purposes for Employees of Head Start, Inc. working twenty (20) or more hours per week employed in the positions of Teacher and Teacher Assistant, EXCLUDING Employees exempted by section MCA 39-31-103, Executive Director, Operations Director, Office Manager, Human Resource Director, Finance Director, Family Services Supervisor, Education Director, Education Coordinators, Marketing Coordinator, Transportation Coordinator, Nutrition Coordinator, Bus Drivers, Bus Aides, Transportation Route Specialist, Transportation Assistant, Cooks, Dietary Aides, Family Service Coordinators, Health Coordinators, Administrative Assistant, Financial Assistant, Accounting Specialist, Child Plus Technician, Computer Specialist, Procurement Agent, Receptionist, Custodian, Classroom Aide, all temporary employees, all substitute employees, contract employees, independent contractors and all other positions of the employer.

Sincerely,

Handwritten signature of John Andrew in cursive.

John Andrew
Election Judge

c: Steve Henry, MEA-MFT

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