



Montana Department of LABOR & INDUSTRY

Governor Brian Schweitzer
Commissioner Keith Kelly

Employment Relations Division – Labor Standards Bureau
Collective Bargaining Unit – Board of Personnel Appeals

February 29, 2012

Northwest Montana Head Start
c/o Rick D'Hooge
PO Box 1143
Helena MT 59624 1143

SUBJECT: Unit Determination No. 3-2012 (917-2012) - Election Certification

Dear Mr. D'Hooge:

The results of the election conducted by the Board of Personnel Appeals on February 21, 2012, to determine the representative for collective bargaining purposes for certain employees of the Northwest Montana Head Start are as follows:

- 17 - eligible voters
- 16 - valid votes cast
- 16 - MEA-MFT
- 0 - 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 Full-time (40 hour) Teacher/Advocates and Full-time (40 hour) Teacher Aides, EXCLUDING Bus Aides, Bus Drivers, 1 –on-1 Aides, Part time and/or temporary 1 –on-1 Aides, Employees scheduled for less than 40 hours of work/week, Custodians and Maintenance staff, Receptionist/Family Services Assistant, Education Assistant, Managers (Disabilities, Education, Health/Nutrition, Family Services), Transportation Coordinator, Volunteer Coordinator, Cooks, Cook Aides, Dishwashers, Executive Assistant, Executive Director, Temporary Employees, Dual/Combined Positions, Volunteers, Contracted employees, Trainees/interns/practicum students, Independent Contractors, Court ordered people, all other positions of the employer, and employees excluded by the Collective Bargaining Act .

Sincerely,

Paul Melvin
Election Judge

c: MEA-MFT