



Montana Department of  
**LABOR & INDUSTRY**

Employment Relations Division

Governor Steve Bullock  
Commissioner Pam Bucy

**Labor Standards Bureau**  
Collective Bargaining Unit  
Board of Personnel Appeals

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December 9, 2014

Mayor John "Jack" Lane  
City of Hardin  
406 N Cheyenne  
Hardin MT 59034

**SUBJECT: Unit Determination No. 2-2015 (552-2015) - Election Certification**

Dear Mayor Lane:

The results of the election conducted by the Board of Personnel Appeals on November 26, 2014, to determine the representative for collective bargaining purposes for certain employees of the City of Hardin are as follows:

- 22 - eligible voters
- 16 - valid votes cast
- 14 - Teamsters Union Local 190
- 2 - No Representation
- 0 - challenged ballot

There being a clear majority, the Board hereby certifies the Teamsters Union Local 190, as the exclusive representative for collective bargaining purposes for Maintenance Worker I, Maintenance Worker II, Maintenance Worker III, Animal Control/Code Enforcement, City Court Clerk III, Building Inspector, Plant Operator I, Water Distribution Operator, Mechanic, Paralegal, Secretary, Utility Billing Clerk, EXCLUDING Supervisor as defined by the act and elected officials.

Sincerely,

William Smith  
Election Judge

c: Jim Soumas, Teamsters Union Local 190