



Montana Department of
LABOR & INDUSTRY
Employment Relations Division

Governor Steve Bullock
Commissioner Pam Bucy

Labor Standards Bureau
Collective Bargaining Unit
Board of Personnel Appeals

December 10, 2014

Steve Snellen
Board Chair
Big Mountain Fire District
3790 Big Mountain Rd
Whitefish MT 59937

SUBJECT: Unit Determination No. 3-2015 (563-2015) - Election Certification

Dear Chairman Snellen:

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 Big Mountain Fire District are as follows:

- 6 - eligible voters
- 5 - valid votes cast
- 5 - Whitefish Professional Firefighters Association, IAFF Lo. 3995
- 0 - No Representation
- 0 - challenged ballot

There being a clear majority, the Board hereby certifies the Whitefish Professional Firefighters Association, IAFF Local 3995, as the exclusive representative for collective bargaining purposes for All career and seasonal/temporary firefighters and officers employed by the Big Mountain Fire District, EXCLUDING Fire Chief.

Sincerely,

Max Hallfrisch
Election Judge

c: Ricky Walsh, IAFF Local 3995