



Montana Department of  
**LABOR & INDUSTRY**  
Employment Relations Division

Governor Steve Bullock  
Commissioner Pam Bucy

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

March 8, 2016

Steve White  
Commissioner Chair  
Gallatin County  
311 W Main  
Bozeman MT 59715

SUBJECT: UD No. 3-2016 (1192-2016) - Election Certification

Dear Commissioner White:

The results of the election conducted by the Board of Personnel Appeals (Board) on February 24, 2016, to determine the representative for collective bargaining purposes for certain employees of the Gallatin County, Road and Bridge Department are as follows:

- 25 - eligible voters
- 24 - valid votes cast
- 12 - International Union of Operating Engineers, Local 400
- 12 - No Representation
- 0 - challenged ballot

There being a tie, the Board does **not certify** the International Union of Operating Engineers, Local 400, as the exclusive representative for collective bargaining purposes for those employees utilized to bring the daily work assignments within the county road and bridge department to completion. To include drivers, operators, mechanics, laborers that constitute the county's road and bridge work force. Not excluding any other, **EXCLUDING** any supervisory personnel who's opinion about worker's qualifications would be used by the county to decide engaging or terminating any worker's employment and that would not typically perform work recognized as coming under the jurisdiction of the union.

Sincerely,

William Smith  
Election Judge  
(406) 444-9015  
wsmith2@mt.gov

c: Rion Miles, IUOE Local 400  
Cynde Hertzog, HR Director, Gallatin County