



Public Schools, Public Service

June 4, 2018

Jeff Burrows, Chair
Ravalli County Board of County Commissioners
215 S. 4th St., Suite A
Hamilton, MT 59840

**VIA HAND DELIVERY TO COUNTY
ATTORNEY BILL FULBRIGHT**

Dear Commissioner Burrows:

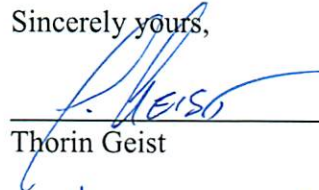
Every day, Ravalli County's Deputy County Attorneys work hard to keep our county safe and improve the lives of county residents. After much discussion, we have unanimously agreed to form a union to negotiate with the Board regarding our wages, working conditions, and benefits. This is the best way to use our voice and to strengthen the work we do for the people of Ravalli County.

Our intention is, was, and will always be to engage the Board in a cooperative spirit, expanding respect and dignity for all employees, and improving our service to our county. We strive to foster an atmosphere of mutual trust and professional respect in which negotiation, collaboration, and genuine understanding prevail. We do not seek a relationship of discord or fault-finding, but one of partnership to make our office a better place to work for everyone.

We ask the Board to recognize the Ravalli County Deputy Attorney's Association, MEA-MFT, NEA, AFT, AFL-CIO, as the exclusive representative in collective bargaining for our welfare in wages, hours, fringe benefits, and other working conditions. We look forward to bargaining with the Board in good faith over the subjects of bargaining identified in Montana Code Annotated Title 39, Chapter 31, with a focus on voluntarily reaching a mutually agreeable contract.

Please respond to this request by June 11, 2018.


Sincerely yours,



Thorin Geist



Howard Recht




Angela Wetzsteon



Bill Lower



Dan Browder



Meghann Paddock

- C: Commissioner Ray Hawk
- Commissioner Greg Chilcott
- Commissioner Chris Hoffman
- Commissioner Doug Shallenberger

Encl: Voluntary Recognition Letter

- Public Schools ■ Higher Education
- State, County, Municipal Employees
- Head Start ■ Health Care

Working for Montana's Future

1232 East Sixth Ave, Helena, MT 59601 ■

TEL 406.442.4250 or 800.398.0826 FAX 406.443.5081 www.mea-mft.org

*gw received
6/11/18*

June 11, 2018

Erik Burke
Executive Director, MEA-MFT
1232 E. 6th Ave
Helena, MT 59601

***VIA HAND DELIVERY TO DEPUTY COUNTY
ATTORNEY THORIN GEIST***

Dear Mr. Burke:

Based on a unanimous showing of interest by the Deputy County Attorneys of Ravalli County who wish to be represented by MEA-MFT for purposes of collective bargaining, Ravalli County hereby extend voluntary recognition to MEA-MFT as the exclusive representative for employees in the following job classifications in the Ravalli County Attorney Office:

Deputy County Attorney(s)

Please contact me at your convenience to begin negotiations of a new collective bargaining agreement. We look forward to working with you.

Sincerely,

Ravalli County Board of County Commissioners
Jeff Burrows, Chair

C: Don Jones
MEA-MFT Uniserve Director and Member Rights Director
1232 E. 6th Ave
Helena, MT 59601