



ADMINISTRATIVE RULES OF MONTANA



24.26.1005 APPROPRIATE UNIT

- (1) The board shall determine whether a bargaining unit is appropriate by determining whether the employees share a community of interest. A community of interest is determined by considering the following factors:
 - (a) wages;
 - (b) hours;
 - (c) fringe benefits and other working conditions;
 - (d) the history of collective bargaining;
 - (e) common supervision;
 - (f) common personnel policies;
 - (g) extent of integration of work functions and interchange among employees affected; and
 - (h) desires of the employees.
- (2) The board shall consider the following factors in addition to those listed in (1) when considering a proposed bargaining unit for nurses working at a health care facility, as defined in 39-32-102, MCA:
 - (a) similarity of duties;
 - (b) licensure; and
 - (c) conditions of employment.

Authorizing statute(s): 39-31-104, 39-32-103, MCA

Implementing statute(s): 39-31-202, 39-32-102, 39-32-106, 39-32-113, MCA

History: NEW, 2020 MAR p. 2422, Eff. 12/25/20.