



Montana Department of  
**LABOR & INDUSTRY**

May 13, 2019

MAGGIE COPELAND  
MONTANA FEDERATION OF PUBLIC  
EMPLOYEES  
PO BOX 1008  
GLENDALE MT 59330

JEFF WELDON  
ATTORNEY  
PO BOX 2558  
BILLINGS MT 59103-2558

RE: Case No.: 1251-2019  
Unfair Labor Practice Filed by MFPE against Medicine Lake Schools

Dear Parties:

The Unfair Labor Practice filed on February 19, 2019 has been investigated based on the authority appointed to the department under Mont. Code Ann. (MCA) Title 39 Chapter 31 Part 4. The investigation report is included for your reference.

Based on the information obtained through the course of this preliminary investigation **it has been determined the claim has no merit.**

Pursuant to 39-31-405 (2), MCA, if a finding of no probable merit is made by an agent of the Board, it may be appealed to the Board of Personnel Appeals. The appeal must be in writing and must be made within **10 days** of receipt of the Notice of Intent to Dismiss. The appeal is to be filed with the Board at:

Board of Personnel Appeals  
Attn: Theresa Sroczyk  
P.O. 201503  
Helena, MT 59620-1503.  
FAX: 406-444-4140  
Email: [dlierbopa@mt.gov](mailto:dlierbopa@mt.gov)

If an appeal is not filed by May 28, 2019 the decision to dismiss becomes a final order of the Board.

Sincerely,

Theresa Sroczyk  
Investigator  
[DLIERBOPA@mt.gov](mailto:DLIERBOPA@mt.gov)