



To: BMS Interested Parties

From: Johnny Villarreal, Commissioner

Date: November 18, 2025

A handwritten signature in black ink, appearing to be 'JW', is placed next to the date.

Re: United States Postal Service (USPS) Irregularities Impacting Representation Elections

On or about November 12, 2025, the Bureau discovered irregularities in mail delivery from the USPS. The Bureau received multiple ballots for several elections more than two weeks after they were received by the local post office. Additionally, several parties contacted the Bureau to voice concern regarding ballots sent by eligible voters but not received by the Bureau.

The mission of the BMS is to promote stable and constructive labor relations in the State of Minnesota. Minn. Stat. 179A.12, Subd. 7. states that “the commissioner shall strive for an election process that provides for maximum participation.” Accordingly, the Bureau will take steps to mitigate the impact of USPS irregularities until the issue is resolved. These steps include the following:

1. Ballots received and timestamped by the local post office within the timeframe required by an election order will be counted in cases where the number of ballots in question could impact the results of an election.
2. The Bureau will tabulate elections three weeks after the date ballots are due to account for the current USPS irregularities. Orders issued during the timeframe of the irregularities will be amended and/or rescinded in accordance with this memo.
3. The Bureau will consider in-person election requests in cases where parties to a petition agree to do so.
4. The Bureau will communicate to Interested parties if/when USPS irregularities are resolved and normal election procedures may resume.

The Bureau takes the responsibility of administering elections seriously and will take every action possible to ensure the rights of employees and employee organizations are protected.

The Point of Contact for this memo is Marcy Cordes, BMS General Counsel at 651-649-5426 or marcy.cordes@state.mn.us.