

IN THE MATTER OF A PETITION FOR  
DETERMINATION OF THE APPROPRIATE  
UNIT AND CERTIFICATION AS EXCLUSIVE  
REPRESENTATIVE

May 9, 2025

University of Minnesota,  
Minneapolis, Minnesota  
- and -  
Committee of Interns and Residents,  
Long Island City, New York

BMS Case No. 25PCE1106

**DETERMINATION OF APPROPRIATE UNIT**  
**AND**  
**CERTIFICATION OF EXCLUSIVE REPRESENTATIVE ORDER**

**INTRODUCTION**

On March 24, 2025, the State of Minnesota, Bureau of Mediation Services (Bureau), received a petition filed by the Committee of Interns and Residents, Long Island City, New York (Union). The petition requested determination of an appropriate unit and certification as exclusive representative for certain employees employed by University of Minnesota, Minneapolis, Minnesota (Employer).

Pursuant to the majority verification procedure under Minn. Stat. 179A.12, subd 2a, the required showing of interest required to warrant certification as the exclusive representative of an appropriate unit, without a mail ballot election, is over 50 percent. If the Union has submitted the required showing of interest, the Bureau will certify the Union as the exclusive representative for the employees falling within the agreed to bargaining unit.

**AGREEMENTS OF THE PARTIES**

Correspondence submitted to the Bureau demonstrated the parties' agreeance to the following:

1. The description of the bargaining unit.

2. The employees included within the bargaining unit.
3. For purposes of card authorization and unit certification, the 37 employees who are currently misclassified are included in the appropriate unit. (See Attached Stipulation of the parties).

### **ISSUES**

1. Are the agreements of the parties appropriate?
2. Has the Union submitted the required showing of interest pursuant to Minn. Stat. 179A.12, subd. 2a, through valid authorization cards substantiating majority status, to warrant certification without the necessity of a mail ballot election?

### **FINDINGS AND ORDERS**

1. The agreements of the parties are appropriate.
2. The Bureau conducted a card check and the results found that the Union has submitted the required showing of interest pursuant to Minn. Stat. 179A.12, subd. 2a, through valid authorization cards substantiating majority status, to warrant certification as the exclusive representative for the employees falling within the agreed to bargaining unit.
3. The Committee of Interns and Residents, Long Island City, New York, is certified as the exclusive representative for all employees falling within the following appropriate unit:

All full-time and regular part-time physicians employed as interns, residents, fellows, chief residents, and chief fellows who are employees within the meaning of Minn. Stat. 179A.11, subd. 1(b), and public employees within the meaning of Minn. Stat. 179A.03, subd. (14), employed by the University of Minnesota in any residency or fellowship program sponsored by the University of Minnesota Medical School's Office of Graduate Medical Education and holding one of the following job titles/codes:

Medical Fellow – Graduate Program (Job Code 9554),  
Medical Fellow (Job Code 9555),  
Medical Resident (Job Code 9556),  
Medical Resident - Graduate Program (Job Code 9559),  
Chief Medical Resident (Job Code 9556CR), and  
Medical Fellow – Non-ACGME Accredited (Job Code 9555NA).

The unit shall exclude all supervisory and confidential employees within the meaning of Minn. Stat. 179A.03, subds. 4 and 17, and all other employees.

4. The Notice of Maintenance of Status Quo issued by the Bureau on March 24, 2025, is lifted.
5. The employer shall make copies of this order and any attachments upon receipt and post at the work location(s) of all involved employees for no less than fourteen (14) days.

STATE OF MINNESOTA  
Bureau of Mediation Services

JOHNNY J. VILLARREAL  
Commissioner

/s/ TAYLOR A. LEBSOCK  
Representation Specialist

cc: Brent Benrud  
Justin Cummins  
Samuel J. Jackson  
Ken Horstman