

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

August 11, 2025

Mille Lacs County,  
Milaca, Minnesota  
- and -

International Brotherhood of Electrical Workers, Local Union 160,  
Plymouth, Minnesota

BMS Case No. 25PCE0853

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

**INTRODUCTION**

On February 3, 2025, the State of Minnesota, Bureau of Mediation Services (Bureau), received a petition filed by the International Brotherhood of Electrical Workers, Local Union 160, Plymouth, Minnesota (Local 160). The petition requested determination of an appropriate unit and certification as exclusive representative for certain employees employed by the Mille Lacs County, Milaca, Minnesota (County).

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 Local 160 has submitted the required showing of interest, the Bureau will certify Local 160 as the exclusive representative for the employees falling within the agreed to bargaining unit.

**AGREEMENTS OF THE PARTIES**

Following an investigation by the Bureau, the parties have reached agreement on the following:

1. The description of the bargaining unit.
2. The employees included within the bargaining unit.

**ISSUES**

1. Are the agreements of the parties appropriate?
2. Has Local 160 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 Local 160 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. International Brotherhood of Electrical Workers, Local Union 160, Plymouth, Minnesota is certified as the exclusive representative for all employees falling within the following appropriate unit:  
  
*All employees employed by Mille Lacs County, Milaca, Minnesota, who report directly to the head of the Public Works Department, Land Services Office, and Administrative Services Office, who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14, excluding supervisory and confidential employees within the meaning of Minn. Stat. 179A.03, subds. 17 and 4, and all other employees.*
4. The Notice of Maintenance of Status Quo issued by the Bureau on February 3, 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: Dillon Hayes  
Crystal Reeves