

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

September 25, 2025

Teamsters, Local 320,  
Minneapolis, Minnesota  
- and -  
Redwood County,  
Redwood Falls, Minnesota

BMS Case No. 26PCE0305

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

**INTRODUCTION**

On September 16, 2025, the State of Minnesota, Bureau of Mediation Services (Bureau), received a petition filed by Teamsters, Local 320, Minneapolis, Minnesota (Union). The petition requested determination of an appropriate unit and certification as exclusive representative for certain employees of Redwood County, Redwood Falls, Minnesota (County or 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 of the County 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.

### **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. A card check was conducted by the Bureau and the results of the card check 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. Teamsters, Local 320, Minneapolis, Minnesota is certified as the exclusive representative for all employees falling within the following appropriate unit:  
  

All employees of Redwood County Highway Department, Redwood Falls, Minnesota who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14, excluding clerical, supervisory and confidential employees within the meaning of Minn. Stat. 179A.03, subd. 17 and 4.
4. The Notice of Maintenance of Status Quo issued by the Bureau on September 16, 2025, is hereby lifted in its entirety.
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/ SHAINA-MARIE DAVENPORT  
Representation Specialist

cc: Vicki Knobloch Kletscher  
Erik Skoog