

**IN THE MATTER OF A JOINT REQUEST TO CONDUCT A
CARD CHECK**

October 8, 2025

AFSCME Minnesota Council 5,
South St. Paul, Minnesota
- and -
Legal Rights Center,
Minneapolis, Minnesota

BMS Case No. 26RCE0393

CONFIRMATION OF CARD CHECK**INTRODUCTION**

On October 8, 2025, the State of Minnesota, Bureau of Mediation Services (Bureau), received communication filed jointly by AFSCME Minnesota Council 5, South St. Paul, Minnesota (AFSCME) and the Legal Rights Center, Minneapolis, Minnesota (Employer). The communication requested that the Bureau conduct a card check to determine if AFSCME had submitted the required showing of interest to warrant certification as exclusive representative for certain employees of the Employer.

AGREEMENTS OF THE PARTIES

As evidenced by the receipt of communication signed by Malaika Eban on behalf of the Employer, and Michael Martin on behalf of AFSCME, the parties agree to the following:

1. The description of the bargaining unit.
2. The list of employees falling within the bargaining unit.
3. The Bureau should conduct a card check of signed and dated authorization cards, against the list of employees submitted by the Employer and AFSCME, to determine if the majority of the employees in the appropriate unit desire to be represented by AFSCME.

ISSUES

1. Are the agreements of the parties appropriate?
2. Has AFSCME submitted a majority of valid authorization cards to warrant certification as exclusive representative?

FINDINGS AND ORDERS

1. The agreements of the parties are appropriate.
2. On October 8, 2025, the Bureau conducted a card check and verified that AFSCME had submitted authorization cards from the majority of the eligible employees which demonstrates that the employees in the appropriate unit wish to be represented by AFSCME Minnesota Council 5, South St. Paul, Minnesota, for the purposes of collective bargaining.
3. The appropriate unit is described as:

All full-time and part-time employees of the Legal Rights Center, Minneapolis, Minnesota, excluding all statutorily ineligible employees described in the National Labor Relations Act (NLRA, 29 U.S.C. § 152.
4. AFSCME Minnesota Council 5, South St. Paul, Minnesota, is certified as the exclusive representative for all employees falling within the above-described appropriate unit.
5. This Order shall not be posted on the Bureau's website.

STATE OF MINNESOTA
Bureau of Mediation Services

JOHNNY J. VILLARREAL
Commissioner

/s/ SHAINA-MARIE STEVENSON
Representation Specialist

cc: Malaika Eban
Michael Martin