

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

October 15, 2025

ISD 32, Blackduck,
Blackduck, Minnesota
- and -
Blackduck Education Support Professionals,
Bemidji, Minnesota

BMS Case No. 26PCE0291

DETERMINATION OF APPROPRIATE UNIT
AND
CERTIFICATION OF EXCLUSIVE REPRESENTATIVE ORDER

INTRODUCTION

On September 11, 2025, the State of Minnesota, Bureau of Mediation Services (Bureau), received a petition filed by Blackduck Education Support Professionals, Bemidji, Minnesota (Union). The petition requested determination of an appropriate unit and certification as exclusive representative for certain employees employed by ISD 32, Blackduck Minnesota (District).

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

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 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. Blackduck Education Support Professionals, Bemidji, Minnesota is certified as the exclusive representative for all employees falling within the following appropriate unit:

All paraprofessional and kitchen employees of Independent School District No. 32, Blackduck, Minnesota, 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, subd. 17 and 4.

4. The Notice of Maintenance of Status Quo issued by the Bureau on September 11, 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: Peter Bahr
Amy Derwinski