



**BUREAU OF
MEDIATION SERVICES**

November 7, 2025

IN THE MATTER OF:

Law Enforcement Labor Services, Inc., Brooklyn Center, Minnesota
- and -
Goodhue County, Red Wing, Minnesota

BMS CASE NO: 26POA0505

RE: Termination Grievance

APPOINTED ARBITRATOR

Cheri L. Brix

Arbitrator Cheri L. Brix has been assigned to your case and will be reaching out to the parties to schedule a time/date/location for the arbitration hearing.

Please notify the Bureau if this matter settles prior to arbitration so the case file can be closed in a timely manner.

STATE OF MINNESOTA
Bureau of Mediation Services



JOHNNY J. VILLARREAL
Commissioner

Case settled prior to arb (date) _____
Arbitrator selected: _____

cc: Margaret Penland
Tony Spector



GRIEVANCE MEDIATION

Another service from the Minnesota Bureau of Mediation Services

- **FAST!** Bureau mediators will contact the parties within ten days to schedule a meeting.
- **FREE!** There are no fees for using BMS grievance mediation services.
- **FAIR!** The parties decide how to resolve the matter. No settlement can be imposed.
- **WORKS!** 85% of grievance mediation cases handled by the Bureau are resolved without arbitration.
- **REDUCES CONFLICT!** Unlike the win-lose environment of arbitration, settlements in grievance mediation are truly a win-win result. Studies confirm that successful grievance mediation actually helps improve the overall labor-management relationship.

Studies indicate that the majority of arbitration cases could be avoided, if the parties used grievance mediation as part of their dispute resolution process.

In addition to saving time and money, grievance mediation reduces the "win-lose" result of most arbitration cases, generating a better overall labor relations environment.

As the term implies, grievance mediation involves the use of professional mediators to assist in the resolution of grievances. Applying many of the same skills and techniques used in contract mediation, the mediator helps the parties clarify issues - and determine ways in which the matter may be resolved short of arbitration.

Unlike arbitration, neither party can be compelled to accept a solution, nor can either party be forced to change its position. The mediator relies solely upon mutual agreement to resolve disputes and cannot issue orders compelling resolution of the matter.

Meeting jointly and separately with the parties, the mediator helps to clarify positions and settlement options - without compromising the position of either party should the matter eventually wind up in arbitration. In fact, BMS grievance mediation policies provide that no settlement offers made during mediation of a grievance may be introduced or referred to if there is a subsequent arbitration of the matter. Nor can anything the mediator says or does during this phase of the process be used against either party in arbitration.

Grievance mediation is a totally voluntary option in the resolution of grievance disputes. It is **NOT** necessary to have grievance mediation as a formal step in the contract grievance procedure in order to utilize this BMS service. All that is required is that **BOTH** parties voluntarily agree to participate in the effort.