



Bureau of Mediation Services

STATE OF MINNESOTA

IN THE MATTER OF A PETITION FOR REPRESENTATION ELECTION

November 22, 2016

Law Enforcement Labor Services, Inc., St. Paul, Minnesota
- and -
Hubbard County, Park Rapids, Minnesota
- and -
Teamsters, Local 320, Minneapolis, Minnesota

BMS Case No. 17PRE0227

CERTIFICATION OF EXCLUSIVE REPRESENTATIVE

The tabulated results of a representation election conducted in the above-captioned matter by an agent of the Bureau of Mediation Services reveal that an exclusive representative has been selected:

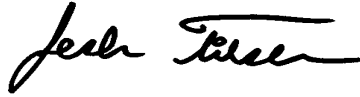
ELIGIBLE EMPLOYEES	(30)
VOTES FOR LAW ENFORCEMENT LABOR SERVICES, INC.	(17)
VOTES FOR TEAMSTERS, LOCAL 320	(4)
TOTAL VOTES TABULATED	(21)

Based on these election results, **IT IS CERTIFIED THAT LAW ENFORCEMENT LABOR SERVICES, INC., ST. PAUL, MINNESOTA**, is the exclusive representative for the employees falling within the appropriate unit of:

All non-licensed essential employees of the Hubbard County Sheriff's Department, Park Rapids, Minnesota, who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14, excluding supervisory, confidential and licensed essential employees.

The Maintenance of Status Quo Order issued by the Bureau on **September 30, 2016**, is hereby vacated.

STATE OF MINNESOTA
Bureau of Mediation Services

A handwritten signature in black ink, appearing to read "Josh Tilsen", written in a cursive style.

JOSH TILSEN
Commissioner

cc: Sean Gormley
Theresa Wesley
Mike Kopp
Katie Glaser
Deb Thompson
Brian Aldes
Teamsters 320

POSTING

**THE EMPLOYER SHALL MAKE COPIES OF THIS ORDER AND ANY ATTACHMENTS
UPON RECEIPT AND POST AT THE WORK LOCATION(S) OF ALL INVOLVED
EMPLOYEES.**