



COPY

Bureau of Mediation Services
STATE OF MINNESOTA

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

August 24, 2016

Education Minnesota Duluth Integration Specialists (ISPEC), St. Paul, Minnesota
- and -
Independent School District No. 709, Duluth, Minnesota

BMS Case No. 17PCE0117

MAINTENANCE OF STATUS QUO ORDER

A petition requesting certification as exclusive representative for collective bargaining purposes was filed with the Bureau of Mediation Services on August 23, 2016, by Education Minnesota Duluth Integration Specialists (ISPEC), St. Paul, Minnesota. The petition raises questions as to the representation of the following described employee group:

All integration specialists employed by Independent School District No. 709, Duluth, Minnesota, who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14.

This Order is issued to preserve existing conditions and promote a free and fair environment for the resolution of this question of representation. This Order is applicable to all employees within the above described employee group. It shall remain in full force and effect until an investigation and/or hearing has been conducted and the matter is disposed of by a determination issued by the Commissioner of the Bureau of Mediation Services.

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ORDER

1. Wages, hours and all existing conditions of employment of the employees shall not be changed as of the date of this Order.
2. Negotiations shall not be carried on.
3. Threats or promises as to changes in wages, hours and conditions of employment are prohibited.
4. Employees shall not be questioned by the employer with respect to membership in a labor organization.
5. Employees shall not be discriminated against as a result of the filing of the petition.

This Order shall not conflict with provisions of an existing labor-management contract or applicable law.

STATE OF MINNESOTA
Bureau of Mediation Services

Carol S. Clifford

CAROL S. CLIFFORD
Representation Specialist

cc: Bridget Moore
Bill Gronseth
Kathleen Adee

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.