

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

BECKER COUNTY

Employer

and

Case 18-WH-390932

LAW ENFORCEMENT LABOR SERVICES, INC.

Petitioner

CERTIFICATION OF REPRESENTATIVE AS BONA FIDE
UNDER SECTION 7(b) OF THE FAIR LABOR STANDARDS ACT OF 1938

On July 16, 2026, Law Enforcement Labor Services, Inc. (the Petitioner) filed with the Regional Director for Region 18 of the National Labor Relations Board a request for certification of representative as bona fide under Section 7(b) of the Fair Labor Standards Act of 1938 (FLSA), 29 U.S.C. § 207(b).

On July 27, 2026, the Regional Director for Region 18 served on the parties a Notice to Show Cause why the Board should not grant the request. No response was filed. As the Region's investigation revealed that the Petitioner is the recognized exclusive collective-bargaining representative of the unit employees,¹ the Regional Director recommended to the Board that the requested certification be issued.

¹ The record indicates that the Employer is a public sector employer, and it contains a copy of the State of Minnesota Bureau of Mediation Services' Unit Clarification Order issued on March 26, 2024, naming the Petitioner as the exclusive representative of the unit employees. The record also indicates that the Employer has recognized the Petitioner as the collective-bargaining representative of the unit employees. The recognition is embodied in the terms of the parties' current collective-bargaining agreement effective from January 1, 2024, through December 31, 2026.

No party having shown cause why the requested certification should not be issued, the National Labor Relations Board certifies that Law Enforcement Labor Services, Inc. is a bona fide representative, for purposes of Section 7(b) of the FLSA, of the employees in the following unit:²

All employees within the job classifications of Dispatcher, Corrections Officer, Transport Officer, Program Coordinator, Sentence to Serve Crew Lead, and Relief Planner, employed by Becker County, Detroit Lakes, Minnesota, who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14, excluding supervisory employees within the meaning of Minn. Stat. 179A.03, subd. 17, confidential employees within the meaning of Minn. Stat. 179A.03, subd. 4, and all other employees.

Dated, Washington, D.C. September 30, 2026.

By direction of the Board:

Roxanne L. Rothschild

Executive Secretary

² A certificate of representative as bona fide for purposes of the FLSA does not necessarily establish the certified organization's right to be recognized as the exclusive bargaining representative under the provisions of the National Labor Relations Act. See *County of Alameda*, 322 NLRB 614 (1996).