



NOTICE OF BARGAINING UNIT CHANGE PER BUREAU OF MEDIATION (BMS) UNIT CLARIFICATION ORDER

August 24, 2026

This notice is to inform the Board of Education of a change in the bargaining unit representation of the District's Due Process Clerks pursuant to a Unit Clarification Order issued by the Minnesota Bureau of Mediation Services (BMS), Case No. 27PCL0036.

The Unit Clarification proceeding was initiated through a joint petition submitted by Hastings Public Schools, the Educational Support Professionals (ESP) bargaining unit, and the Hastings Educational Secretaries' Association (HESA). The parties jointly requested that BMS clarify the appropriate bargaining unit placement of the Due Process Clerks.

Following its review, BMS issued a Unit Clarification Order directing that the Due Process Clerks be moved from the Educational Support Professionals (ESP) bargaining unit to the Hastings Educational Secretaries' Association (HESA) bargaining unit.

Accordingly, effective as provided in the BMS Unit Clarification Order, the Due Process Clerks will no longer be represented by the ESP bargaining unit and will instead be included in the HESA bargaining unit.

The District will work with the affected employees and both bargaining units to implement the change consistent with the BMS Order and applicable collective bargaining agreements.

This notice is provided to the Board for informational purposes and to formally document the change in bargaining unit representation resulting from BMS Case No. 27PCL0036.

Submitted by: Cathy Moen, Director of Human Resources