

Lansing, MI

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**COUNTY OF INGHAM, A MUNICIPAL BODY  
CORPORATE OF THE STATE OF MICHIGAN,  
AND THE INGHAM COUNTY PROSECUTING  
ATTORNEY, INGHAM COUNTY CLERK, INGHAM  
COUNTY REGISTER OF DEEDS, INGHAM COUNTY  
TREASURER, INGHAM COUNTY DRAIN  
COMMISSIONER AND INGHAM COUNTY SHERIFF  
Employer**

and

**Case 7-WH-221**

**INGHAM COUNTY EMPLOYEES ASSOCIATION  
Petitioner**

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

On December 16, 2010, Ingham County Employees Association filed with the Regional Director for Region 7 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. Sec. 207(b).

On December 23, 2010, the Regional Director served on the parties an Order to Show Cause why the Board should not grant the request. No response was filed. As the Region's investigation revealed that the Union is the recognized collective-bargaining representative of the unit employees,<sup>1</sup> the Regional Director recommended to the Board that a certification be issued.

No party having shown cause why a certification should not be issued, the National Labor Relations Board certifies that Ingham County Employees Association is

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1 The record indicates that the Petitioner and the Employer are parties to a collective-bargaining agreement which, by its terms, is effective from January 1, 2009 through December 31, 2011.

a bona fide representative for purposes of Section 7(b) of the FLSA, of the employees of Ingham County for the following classifications of employees:<sup>2</sup>

All employees classified as professional employees, but excluding professional employees certified by MERC to be represented by another bargaining agent, and confidential, executive, managerial, and supervisory employees as defined by MERC and identified as such by the Employer, and covered under the Personnel Manual.

Dated, Washington, D.C., April 5, 2011.

By direction of the Board:

Lester A. Heltzer

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Executive Secretary

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<sup>2</sup> A certificate of bona fide for purposes of the FLSA does not necessarily establish the right of the organization so certified to be recognized as the exclusive bargaining representative of employees within a particular bargaining unit under the provisions of the National Labor Relations Act. See *County of Alameda*, 322 NLRB 614 (1996).