



STATE OF WASHINGTON
PUBLIC EMPLOYMENT RELATIONS COMMISSION

CATHLEEN CALLAHAN, EXECUTIVE DIRECTOR

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MINUTES

September 9, 2008

The regular meeting of the Public Employment Relations Commission was held at 10:00 a.m. in the Large Conference Room, Public Employment Relations Commission, 9757 Juanita Drive NE, Suite 204, Kirkland, Washington. Those present and participating were:

Marilyn Glenn Sayan, Chairperson
Pamela G. Bradburn, Commissioner
Thomas W. McLane, Commissioner
Cathleen Callahan, Executive Director
Majel C. Boudia, Confidential Secretary
Dario de la Rosa, Appeals Administrator

Also present and participating:

John Dryer, OFM Labor Relations Office

MINUTES OF PREVIOUS MEETING

The minutes of the meeting held on August 12, 2008, were adopted as presented.

REPORT OF THE EXECUTIVE DIRECTOR

1. Executive Director Callahan was pleased to report there are no cases on the Red List (cases ready for decision more than 90 days). The Yellow List (cases ready for decision 45 to 89 days) has four cases (three unfair labor practice cases and one representation case).
2. There were 41 cases opened during the month of August. Of those, 15 were requests for mediation, and many were filed late in the month. The Executive Director conveyed her thanks to the staff for responding so quickly to mediation requests. The team leaders and staff have been responsive and flexible. Ms. Callahan thanked the staff for their efforts in handling these cases. Because some mediation requests were received after negotiations had broken down, it is clear that we need



to let our clientele know that they do not need to be at impasse to request a mediator.

There were four teacher mediation cases filed so far this year: East Valley School District (Yakima) was assigned to Christy Yoshitomi, Snoqualmie Valley School District was assigned to Jamie Siegel, Bellevue School District was assigned to Carlos Carrion and Guy Coss, and Skykomish School District was filed yesterday. A number of cases have been filed involving classified employees.

It was also reported that Chapter 41.80 RCW interest arbitration groups have called us to certify issues to interest arbitration.

3. There were 365 cases pending at the end of August.
4. There were 49 cases closed during the month of August. Ms. Callahan thanked Jim Lohr and his staff for their exceptional job in revising the monthly statistics so that they are now self-explanatory.
5. Ms. Callahan reported that the team leaders and staff have recently provided mediation services on a moment's notice, particularly in cases involving state clientele with an October 1 deadline for contract negotiations.
6. The agency's Washington State Quality Award application will be submitted by the end of October 2008.
7. OUTREACH: The management team and staff have created a list of proposed outreach ideas for clientele. Last year's "PERC Essentials" conference held in Olympia offered basic information to clientele. Intermediate or advanced information may be provided in the future. Commissioner Bradburn noted that some lawyers attend the conference to obtain CLE credits at a low price.
8. Ken Latsch will speak at the Washington Public Employer Labor Relations Association conference on September 18 in Chelan.
9. Executive Director Callahan and Martha Nicoloff will speak at the *No Secrets Labor Management Symposium* on October 28 sponsored by the Washington Fire Chiefs and the Washington State Council of Fire Fighters.
10. The status of negotiations for state bargaining units was discussed with John Dryer. Multiple agreements have been reached and at least one group is meeting today. It is hoped

that all negotiations are completed by September 15 so that ratification votes can take place prior to the October 1 deadline. Executive Director Callahan thanked Mr. Dryer for his e-mail message commending Sally Carpenter for her assistance in negotiations with International Federation Professional and Technical Engineers, Local 17 and its state bargaining units.

11. Ms. Callahan reported that the Governor recently implemented a hiring freeze and requested that agencies not enter into personal services contracts. This may impact our IT projects.
12. A letter from Eric Nordlof, Public School Employees of Washington, was reviewed. Mr. Nordlof extended his thanks and appreciation to Guy Coss for his skills in contract negotiations with Western Washington University.
13. Mr. Dryer, who represented Western Washington University, presented a letter to the Commissioners at this meeting also praising the assistance of Guy Coss.
14. Ms. Callahan indicated that the rule revision, WAC 391-25-030, would not be discussed at this meeting. Upon review by staff, it was determined that this is not a simple issue of removing a line of language. This topic is not resolved and will be deferred until a draft can be written and sent to all interested parties to review.
15. Executive Director Callahan announced that Carlos Carrion-Crespo has accepted a position with the International Labor Organization in Geneva, Switzerland. His last day with the agency will be September 23. The Commission and Ms. Callahan wished him well as he begins an exciting adventure.

COMPLIANCE DOCKET

Executive Director Callahan offered the report on behalf of Compliance Officer David I. Gedrose.

Western Washington University, Case 18898-U-04-4804. Compliance in this case is not quite finished. The parties have reached agreement, but ratification of the contract has not taken place. The case will be held over until the October meeting.

Ms. Callahan announced that she and David Gedrose have been revising the compliance notice and the procedures. They are very happy with the changes. A sample notice will be distributed to the Commissioners at a later date. The letter accompanying the notice has also been revised.

COURT DOCKET

Mr. de la Rosa indicated there is nothing to report at this time.

COMMISSION DOCKET

The Commission docket was reviewed and the status of each case was discussed.

OTHER BUSINESS

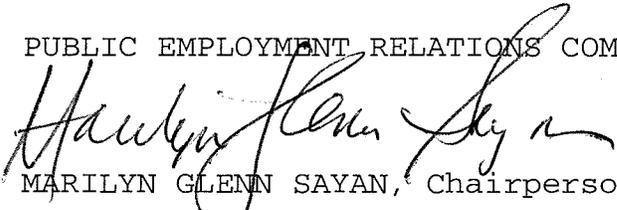
Mr. Dryer commented that it is important to make relationships work and to keep them focused. It is beneficial to have a mediator working with the parties early on in negotiations. He added that the parties need to identify early on if a mediator is needed. A mediator can be helpful in working with small bargaining teams.

There was no other business to report at this meeting.

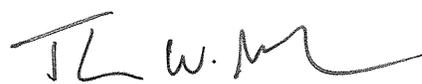
ADJOURNMENT

There being nothing further to come before the Commission, the meeting was then adjourned.

PUBLIC EMPLOYMENT RELATIONS COMMISSION


MARILYN GLENN SAYAN, Chairperson


PAMELA G. BRADBURN, Commissioner


THOMAS W. McLANE, Commissioner

ATTEST:


CATHLEEN CALLAHAN
Executive Director