



STATE OF WASHINGTON
PUBLIC EMPLOYMENT RELATIONS COMMISSION

CATHLEEN CALLAHAN, EXECUTIVE DIRECTOR

112 Henry Street NE, Suite 300 • Post Office Box 40919 • Olympia, Washington 98504-0919
(360) 570-7300 • Fax: (360) 570-7334 • E-mail filings: filing@perc.wa.gov • Website: www.perc.wa.gov

MINUTES

November 18, 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, 112 Henry Street NE, Suite 300, Olympia, 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
James E. Lohr, Business Manager
Pam Cooke, Accounting/Research Assistant
Kathy Palladino, Agency Accountant

MINUTES OF PREVIOUS MEETING

The minutes of the meeting held on October 14, 2008, were adopted as presented.

REPORT OF THE EXECUTIVE DIRECTOR

1. Executive Director Callahan told the Commissioners that all is well in the agency. Supervisors are meeting with their staff members to prepare their first plan under the new Performance and Development Plan (PDP). It is anticipated that all initial meetings and paperwork will be complete by December 1st. The first assessment of the plan will be in June 2009. Thus far, the plan seems to be working well for the agency.
2. Ms. Callahan reported that Labor Relations Adjudicator/Mediator Emily Martin has been awarded an American Bar Association (ABA) fellowship. Commissioner Bradburn asked if any staff are involved with the ABA. Chairperson Sayan said



that many Association of Labor Relations Agencies (ALRA) members are actively involved.

3. Outreach was reviewed:

- Ms. Callahan and Martha Nicoloff recently attended the *No Secrets Labor Management Symposium* sponsored by the Washington Fire Chiefs Association. Their presentations were well received, and one case has been filed as a result of the symposium.
- Ms. Callahan and Ms. Nicoloff will speak to the South Sound Labor and Management Committee for local government on November 19. This committee was not familiar with PERC or our services and had actually asked somebody from the California agency to address the group.
- State-wide workshops are being developed. Joel Greene, Claire Nickleberry, and Robin Romeo will join Cathy Callahan on the road. Special Projects Manager Ken Latsch is in the process of establishing dates, times, and locations for these workshops throughout the state. The first workshop will be in the Vancouver area.

4. The Executive Director reviewed the statistics for the month of October. There were 74 cases filed during the month. There were 16 representation cases and 16 unfair labor practice cases filed under Chapter 41.56 RCW, higher than it has been in the recent past. There were 393 cases pending at the end of October, and 49 cases were closed. Case intake for the months of July through October increased 44 percent in 2008 over filings during the same period in 2007.

5. The Red List (cases ready for decision more than 90 days) was reviewed. The only case on the list is ready to issue. The Yellow List (cases ready for decision 45 to 89 days) has three cases, of which two should issue soon. The Executive Director was pleased to report this progress and that we are maintaining short or non-existent lists.

6. Chairperson Sayan asked about the agency budget. Ms. Callahan said that thus far, smaller agencies like PERC have not been impacted as much as larger agencies. The budget will be released next month. However, out-of-state travel is still prohibited and a hiring freeze is in place. Legal Secretary Cathy Naegle will work from her new home in Ellensburg.

7. The Commission commended Pam Cooke for her excellent work in compiling the 33rd Annual Report for the agency. The Commis-

sion signed the transmittal letter for that report at this meeting.

COMPLIANCE DOCKET

The Executive Director conveyed that Compliance Officer David I. Gedrose asked that the case listed on the agenda be held over until the January meeting.

COURT DOCKET

Mr. de la Rosa said there was nothing new to report. The City of Mukilteo case will go to trial in January. The Western Washington University appeal was filed in October.

COMMISSION DOCKET

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

OTHER BUSINESS

There was no other business to report at this meeting.

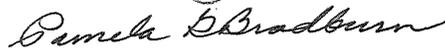
ADJOURNMENT

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

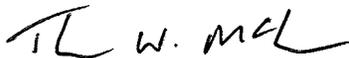
PUBLIC EMPLOYMENT RELATIONS COMMISSION



MARILYN GLENN SAYAN, Chairperson



PAMELA G. BRADBURN, Commissioner



THOMAS W. McLANE, Commissioner

ATTEST:



CATHLEEN CALLAHAN
Executive Director