



STATE OF WASHINGTON

PUBLIC EMPLOYMENT RELATIONS COMMISSION

CATHLEEN CALLAHAN, EXECUTIVE DIRECTOR

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MINUTES

January 5, 2010

The regular meeting of the Public Employment Relations Commission was held at 10:00 a.m. in the Public Employment Relations Commission Conference Room, 112 Henry Street NE, Suite 300, Olympia, Washington. Those present and participating:

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
David I. Gedrose, Compliance Officer

Also present and participating:

Herb Harris, Washington Federation of State Employees
Gladys Burbank, Washington Federation of State Employees
John Dryer, OFM Labor Relations Office
Dolly Garcia, Department of Revenue

MINUTES OF PREVIOUS MEETING

The minutes of the meeting held on November 17, 2009, were adopted as presented.

REPORT OF THE EXECUTIVE DIRECTOR

1. Executive Director Cathleen Callahan reviewed the statistics for the month of December and corrected several discrepancies. There were 54 cases filed during the month, the highest December intake in the past three years. There were 88 cases closed during December. Compared to previous years, there were 773 cases filed in 2009 and 789 cases closed. This was an increase of 50 cases filed and 100 cases closed from the previous year.



Ms. Callahan reported that there were 418 assigned cases in 2008 and 501 assigned cases during the 2009 calendar year. These statistics include unfair labor practice, unit clarification, mediation, grievance mediation, and arbitration cases. There were 17 arbitration cases filed instead of the usual two or three. There were seven cases on the Red List (cases ready for decision more than 90 days), although four of the cases will issue soon.

2. The Executive Director reviewed a letter from Dean Vercruysse, WSCCCE Staff Representative, thanking Robin Romeo for her "professionalism and can do spirit" in mediation with the Spokane Housing Authority.
3. The Executive Director reviewed an e-mail message from Ken Pedersen, on behalf of Teamsters Local 763, thanking Guy Coss for his "admirable" job as a settlement mediator on the second day of an arbitration hearing involving the City of Tukwila.
4. Outreach to clientele was reviewed. Ms. Callahan will speak to the State Personnel Managers group tomorrow. On February 8 or 9, she will speak to the Employee Relations Negotiations Network. On March 23, the Executive Director and Kenneth Latsch will speak to the Washington School Personnel Association (WSPA) as a follow-up from an outreach engagement for the local WSPA chapter in Kitsap County.
5. The budget was reviewed. The agency will lose another \$600 thousand in funding per the Governor's budget. Unfortunately, our business function has been ordered back to Small Agency Accounting, so we will lose two excellent employees: Kathy Palladino and Pam Cooke. This will occur no later than April 1. We will also lose Cathy Naegle, a legal secretary who has been working from Ellensburg.

As for the budget, the Executive Director commented:

- We're going to focus on geographic assignments to the extent that is possible;
- Reduce POV mileage reimbursement, thus incentivizing staff to drive state cars;
- Tighten up where we can;
- Focus on keeping full Labor Relations Adjudicator/Mediator (LRAM) staffing.

In response to Commissioner Bradburn's question, Ms. Callahan noted that there are no furlough days yet. Chairperson Sayan asked about the agency Outreach program. The Executive Director responded saying that the program is under review to decide how to spend agency funds. The Labor and Employment Relations Association (LERA) Conference will be held the last week of April. Staff will assist with the conference, but the entire staff will not attend this year.

6. Departures: LRAM Paul Schwendiman will retire at the end of this month. LRAM Starr Knutson is leaving at the same time. Both took advantage of the agency's voluntary separation incentive program.
7. Arrivals: We will soon have two new LRAMs in the Kirkland office. Ms. Callahan will announce their names as soon as their signed offer letters are received.

COMPLIANCE DOCKET

Compliance Officer David Gedrose reviewed the following cases:

Edmonds Community College, Case 22084-U-08-5624. Mr. Gedrose announced that this case will be reported at the next Commission meeting.

Olympic Community College, Case 19128-U-05-4862, Case 19136-U-05-4863, Case 19157-U-05-4869, Case 19158-U-05-4870, Case 19159-U-05-4871, Case 19204-U-05-4880, Case 19214-U-05-4883. Mr. Gedrose reported that compliance has been completed and recommended acceptance of compliance and closure of the cases. Commissioners Bradburn and McLane unanimously accepted compliance and the cases will now be closed. Chairperson Sayan did not participate in this matter.

State – Revenue, Case 19264-U-05-4893. Mr. Gedrose reported that compliance has been completed and recommended acceptance of compliance and closure of the case. The Commission unanimously accepted compliance and the case will now be closed.

COURT DOCKET

Appeals Administrator Dario de la Rosa distributed a new monthly docket with the status of all active court cases. Following review, the Commission asked Mr. de la Rosa to update this document on a monthly basis. The Commission also requested that there be copies of the docket available for the audience at future meetings, and that this docket be available on the agency website.

City of Yakima, Case 19741-U-05-4998. The Court of Appeals, Division II, issued its decision last month affirming the Commission's decision. It is a published opinion. This decision offers insight into Commission decisions.

Central Washington University, Case 21915-E-08-3388. Mr. de la Rosa reported that this case was appealed to Kittitas County Superior Court on December 11, 2009. It deals with an exempt unit of employees.

OTHER BUSINESS

There was no other business to come before the Commission.

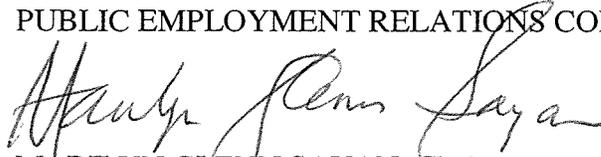
ADJOURNMENT

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

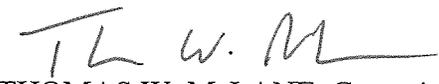
COMMISSION DOCKET

Following adjournment, the Commission went into Executive Session to deliberate pending decisions on appeal.

PUBLIC EMPLOYMENT RELATIONS COMMISSION


MARILYN GLENN SAYAN, Chairperson


PAMELA G. BRADBURN, Commissioner


THOMAS W. McLANE, Commissioner

ATTEST:


CATHLEEN CALLAHAN
Executive Director