



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](mailto:filing@perc.wa.gov) • Website: [www.perc.wa.gov](http://www.perc.wa.gov)

### MINUTES

February 9, 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

### MINUTES OF PREVIOUS MEETING

The minutes of the meeting held January 5, 2010, were adopted as presented.

### REPORT OF THE EXECUTIVE DIRECTOR

1. Executive Director Cathleen Callahan reviewed an abbreviated version of the statistics for the month. She will rethink the monthly statistics since Research Analyst Pam Cooke, who has prepared the monthly report, will be leaving the agency due to budget cuts. There were 675 cases pending at the end of the month, which is consistent with previous months.

There were six cases on the Red List (cases ready for decision more than 90 days), although several will issue soon. There were three cases on the Yellow List (cases ready for decision 45 to 89 days).



2. The Executive Director reported that Interest Based Bargaining/Labor Management Training cases continue to be filed at a brisk pace, most likely because of the economy.
3. Ms. Callahan reviewed an e-mail message from Chandra Brady thanking Sally Carpenter for her professionalism and assistance in mediation with Lewis County and the Lewis County Corrections Guild.
4. Ms. Callahan reviewed a letter from Carrie Blackwood thanking the agency for its “fast, focused and professional attention” in assigning Guy Coss as mediator with Skagit County and IFPTE Local 17. The parties filed for urgent mediation at 4:43 p.m. on Friday afternoon, requesting a mediator for a previously scheduled session on the following Monday. The agency and Mr. Coss were able to accommodate the parties.
5. The Commission reviewed an article highlighting Katrina Boedecker and her career as a Labor Relations Adjudicator/Mediator (LRAM) with our agency. The *Women Who Make a Difference* article was written for the Governor’s Interagency Committee for State Employed Women (ICSEW) newsletter by LRAM Jessica Bradley with editing assistance by LRAM Charity Atchison.
6. On January 29<sup>th</sup>, staff gathered for a farewell luncheon for Starr Knutson and Paul Schwendiman. January 29<sup>th</sup> was also the last day of work for Cathy Naegle. Sadly, Cathy’s position was eliminated due to budget cuts.
7. Ms. Callahan reported that Steve Irvin and Phillip Huang are settling in as new LRAMs in the Kirkland office.
8. Policies are being revised and implemented as they are completed. Copies of the most recent policies were provided to the Commission: the Layoff Policy for WGS Employees and the Correcting Performance and Behavior Policy. The next policies to be drafted or updated and implemented are the Sexual Harassment Policy, Violence in the Workplace Policy, and the Layoff Policy for WMS Employees.
9. The Executive Director noted that an updated 2010 calendar and an updated phone list were included in the materials provided to the Commissioners.
10. OUTREACH: Ms. Callahan’s calendar includes the following speaking engagements:
  - Employee Relations Negotiations Network (ERNN) Conference today at noon,
  - Washington Association of School Administrators (WASA) on March 1,
  - Washington School Personnel Association on March 23.
11. The Interest Based Bargaining Team has created a Collective Bargaining 101 course for clientele. At this time the team is not sure how we will offer this training.

LEGISLATIVE REPORT

Proposed legislation was reviewed by the Executive Director:

- HB 3062/SB 6726 - Gives collective bargaining rights to language interpreters whose work is derived from various DSHS programs;
- HB 3002/SB 5046 - Gives collective bargaining rights to symphony orchestras where income is less than one million dollars;
- HB 2743/SB 6290 - Modifies language to give exempt employees collective bargaining rights at community colleges;
- HB 1340 - Revises the collective bargaining law to authorize use of local funds to provide additional compensation to academic employees at community and technical colleges;
- SB 6109 - Regarding Washington State Ferries, this bill would allow more work at Eagle Harbor, abolish the Jones Act, and transfer the Marine Employees' Commission to the Public Employment Relations Commission;
- SHB 1329 - Provides collective bargaining for child care center directors and workers;
- SB 6696/HB 3038 - Regarding education reform, this bill would require low achieving school districts to develop an action plan to address problems and bargain collectively with collective bargaining representatives. PERC would mediate. If mediation is unsuccessful, PERC would certify the case and refer it to court for a decision within 30 days;
- SB 6503 - Specifies certain dates that state employees would be furloughed.

COMPLIANCE DOCKET

Compliance Officer David Gedrose reported that *Edmonds Community College*, Case 22084-U-08-5624 should be ready to review at the March Commission meeting. The employer's September minutes will be approved at their February meeting.

There were no other cases to review.

COURT DOCKET

Appeals Administrator Dario de la Rosa reviewed the status of the active court cases:

*City of Yakima*, Case 19741-U-05-4998. Mr. de la Rosa reported that no appeal has been filed in Supreme Court.

*Pierce County*, Case 22692-U-09-5799. Dale Washam filed an appeal in Pierce County Superior Court. Mr. de la Rosa recommended that the Commission take an active role in this case. It was moved and seconded to ask Executive Director Callahan to obtain legal counsel to represent the agency in this matter. Ms. Callahan and Mr. de la Rosa will meet with the agency's Assistant Attorney General as soon as possible.

Commissioner McLane thanked Mr. de la Rosa for the court report, and the Commissioners thanked him for the legislative report.

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.

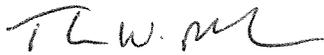
PUBLIC EMPLOYMENT RELATIONS COMMISSION



MARILYN GLENN SAYAN, Chairperson



PAMELA G. BRADBURN, Commissioner



THOMAS W. McLANE, Commissioner

ATTEST:



CATHLEEN CALLAHAN  
Executive Director