



STATE OF WASHINGTON

## PUBLIC EMPLOYMENT RELATIONS COMMISSION

MICHAEL P. SELLARS, 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

November 12, 2013

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  
Thomas W. McLane, Commissioner  
Mark E. Brennan, Commissioner  
Michael P. Sellars, Executive Director  
Majel C. Boudia, Confidential Secretary  
Charity Atchison, Appeals Administrator  
David I. Gedrose, Compliance Officer

Also present and participating:

Jason Holland, Washington Public Employees Association

### MINUTES OF PREVIOUS MEETING

The minutes of the meeting held October 8, 2013, were adopted as presented.

### REPORT OF THE EXECUTIVE DIRECTOR

1. Executive Director Mike Sellars welcomed Mark Brennan to the Commission. Governor Inslee appointed Mr. Brennan to fill the position previously held by Pamela Bradburn.
2. Mike reported that case filings for October rebounded from the past two months. There were 60 cases filed through the third week in October, but there were 35 cases filed during the last week of the month. Thus, a total of 95 cases were opened in October. October is the window period for Public Employees Collective Bargaining and petitions for decertification were received for a number of these units. Although there were no discernible trends, a number of requests for mediation and unfair labor practice complaints were filed.
3. One hundred cases were closed during the month.



4. Mike continues to track the timeliness of decisions. Decisions should be issued within 90 days of receipt of briefs and transcripts. The Commission outpaces the staff with 81% of their decisions issued within the 365 days. Examiners are not as close to issuing decisions within 90 days; at this time 53% of their decisions are timely. Labor Relations Adjudicator/Mediators (LRAMs) average 97.5 days to issue a decision. Mike and the Field Services Managers are revising the expectations language in the performance and development plan for use in examiner evaluations. Chairperson Sayan commended Executive Director Sellars for keeping the agency up to date on staff evaluations.

It was noted that the Commission Docket totaled 35 cases when Mike became Executive Director. The Commission Docket is now at 14 cases. Chairperson Sayan thanked Appeals Administrator Charity Atchison for incorporating smaller cases into their workload so the decisions are issued earlier.

5. The agency's Strategic Plan is being worked on. The Mission, Vision and Values have been written and the goals will be completed by the end of the year.
6. Mike reported that Diane Tucker is working on IT changes within the agency. The IT work was reevaluated when Mitch Nelson resigned. Robbie Duffield was moved into the IT position, and duties for the professional staff have been assigned to existing staff. Diane Thovsen will begin editing decisions and Joye Rolfer will address website issues. Robbie's previous position will eventually be filled as an Office Assistant 3 position.
7. Executive Director Sellars thanked Chairperson Sayan for her recent presentation to the Network of Adjudicatory Agencies.
8. Mike and Christy Yoshitomi continue to work on the 2014 Association of Labor Relations Agencies (ALRA) Conference to be held in Seattle next June.
9. Tomorrow Mike will speak at the No Secrets Labor Management Symposium sponsored by the Washington Fire Chiefs and the Washington State Council of Fire Fighters. This will be his first invitation to speak to this audience.
10. The Red List (cases ready for decision more than 90 days) and Yellow List (cases ready for decision 45 – 89 days) were reviewed. The Red List had no cases this month.
11. The Commission reviewed the list of open cases for the Washington State Ferries.
12. Mike told the Commission that he has reformatted and shortened the letter that certifies issues to interest arbitration. Last spring agency forms were revised for easier use.
13. An All Staff Meeting including staff recognition will be held on December 10, 2013.

#### COMPLIANCE DOCKET

Compliance Officer David Gedrose reviewed the following cases:

*Yakima Valley Community College*, Case 24080-U-11-6160. Mr. Gedrose reviewed the case and said he has not received any further comment from the union. There were no posting issues.

Mr. Gedrose recommended acceptance of compliance. The Commission unanimously accepted compliance and the case will now be closed.

*Skagit Valley College*, Cases 24857-U-12-6345 and 24859-U-12-6347. Mr. Gedrose reviewed the case and noted the employer was diligent in posting the notices. There have been no objections regarding compliance. The Commission unanimously accepted compliance and the cases will now be closed.

*Columbia Basin College*, Case 25018-U-12-6400. Mr. Gedrose reviewed the case and reported there have been no objections regarding compliance. Mr. Gedrose recommended acceptance of compliance. The Commission unanimously accepted compliance and the case will now be closed.

#### COURT DOCKET

Appeals Administrator Charity Atchison reviewed the pending court cases and offered updated information where available. The monthly Court Docket is available on the agency website.

#### OTHER BUSINESS

Dates for 2014 Commission meetings were reviewed. Four meetings will be held in the Kirkland office. The January meeting was moved to Friday, January 17, 2014. These dates will be published in the Washington State Register.

#### 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 cases before the Commission.

PUBLIC EMPLOYMENT RELATIONS COMMISSION

MARILYN GLENN SAYAN, Chairperson

THOMAS W. McLANE, Commissioner

MARK E. BRENNAN, Commissioner

ATTEST:

MICHAEL P. SELLARS  
Executive Director