



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

May 20, 2014

The regular meeting of the Public Employment Relations Commission was held at 10:00 a.m. in the Public Employment Relations Commission Conference Room, 9757 Juanita Drive NE, Suite 201, Kirkland, 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 L. Atchison, Appeals Administrator  
David I. Gedrose, Compliance Officer (via telephone)

Also present and participating:

Debbie Grady, SNOCOM  
Jessica Stevenson, Washington State Senate Commerce and Labor Committee  
Gladys Burbank, Washington Federation of State Employees  
Louis Woods, Washington Federation of State Employees  
Herb Harris, Washington Federation of State Employees  
Kendra Wilkins-Fontenot, Washington State University (via telephone)

### MINUTES OF PREVIOUS MEETING

The minutes of the meeting held April 15, 2014, were adopted as presented.

### REPORT OF THE EXECUTIVE DIRECTOR

1. Mike reported that case filings for April were down from the five year average, although the last two years were above the previous five year average. Robbie Duffield is reviewing other data which will be reported at future meetings.

There were 66 cases filed during the month of April, and 90 cases were closed.



Mike reported that the agency is working away on the pending cases. There were approximately 544 cases pending in January 2012. There were 433 open cases at the end of April.

2. Decision output has decreased. Fewer cases are going to hearing because they are being resolved through settlement mediation.
3. As reported in April, this is a bargaining year for general government, community colleges, and higher education. Mike met with staff at the Office of Financial Management last month. The purpose of the meeting was to look ahead at dates and planning for mediations. At this time, we're not sure how much work there will be this year. There will be 16 tables involved in negotiations. Some bargaining units will require certification to interest arbitration, although certification for interest arbitration for marine clientele is optional. There are two new units eligible for interest arbitration at the Department of Corrections. The units are represented by the Washington Federation of State Employees and the Teamsters, Local 117.
4. Mike reported that the agency's strategic plan will be released to the public soon.
5. A quarterly Field Staff Meeting was held on May 14<sup>th</sup>. The topic focused on the basics of grievance arbitration. A three-member panel led the discussion, which included Field Services Manager Mark Downing and former staff members Katrina Boedecker and Fred Rosenberry. The training was well received. During the lunch hour, staff recognized the professional staff for their assistance throughout the year.
6. Mike reported that recruitment for the Unfair Labor Practice Manager position was opened internally on May 19<sup>th</sup> with a date of June 2<sup>nd</sup> for closure. The goal is to appoint a replacement by July so the individual can shadow David Gedrose during the month of August.
7. The recruitment for the Labor Relations Adjudicator/Mediator position left vacant by Robin Romeo continues.
8. The Association of Labor Relations Agencies (ALRA) Conference is scheduled for June 25 – 30, 2014 at the downtown Seattle Hilton. Seventy delegates have registered, with a target of 100 delegates. Eight advocates have registered as of this date for Advocate's Day. There were 70 last year. Chairperson Sayan reminded the audience of Advocate's Day to be held on June 26<sup>th</sup> in conjunction with the conference. All are welcome.
9. Mike requested approval from the Commission to go to Ottawa in July of this year and meet with three Canadian federal agencies and at least one provincial agency to discuss best practices for the agency, and consistent with the strategic plan. Commissioner McLane made a motion to approve travel and accommodations for Mike Sellars to go to Ottawa to conduct business. Commissioner Brennan seconded the motion. The motion was unanimously approved.

10. Mike noted that so far the budget at the end of the fiscal year is \$27,000 to the positive. The financial report through the month of April should arrive soon. The new budget will be written during the next legislative session.

### COMPLIANCE DOCKET

Compliance Officer David Gedrose offered the following report via telephone conference call.

*State – Corrections*, Case 24001-U-11-6318. Mr. Gedrose reviewed the case and recommended acceptance of compliance. The Commission unanimously accepted compliance. The case will now be closed.

*SNOCOM*, Case 24947-U-12-6379. Mr. Gedrose reviewed the case and recommended acceptance of compliance. The Commission unanimously accepted compliance. The case will now be closed.

*Skagit Public Hospital District 1*, Case 25407-U-13-6503. Mr. Gedrose reviewed the case and noted that all documents have been provided to the agency. He recommended acceptance of compliance. The Commission unanimously accepted compliance. The case will now be closed.

*State – Employment Security Department*, Case 25471-U-13-6520. Mr. Gedrose reviewed the case and noted that no objections were received. Gladys Burbank commented on the smooth compliance process in this case. Mr. Gedrose recommended acceptance of compliance. The Commission unanimously accepted compliance. The case will now be closed.

*Washington State University*, Case 24440-U-11 6258. Mr. Gedrose reviewed the case and the posting, reading, and return to status quo required for compliance. He has received no objection from the union. Mr. Gedrose recommended acceptance of compliance. The Commission unanimously accepted compliance in this case. 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

The Commission reviewed the application of Paul Roose for the agency's Dispute Resolution Panel. Following review of the documents, the Commission unanimously approved the addition of Mr. Roose to the panel.

ADJOURNMENT

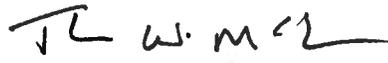
There being nothing further to come before the Commission, the public meeting was adjourned.

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