



PUBLIC EMPLOYMENT RELATIONS COMMISSION

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**PETITION FOR INVESTIGATION OF QUESTION
CONCERNING REPRESENTATION**

Form E-1 (9/2010)

Amended Petition in Case _____

Filing instructions: www.perc.wa.gov/Forms/E-1-inst.pdf

Applicable Rules: Chapters 10-08, 391-08 and 391-25 WAC

1. PARTIES The petitioner claims that a question concerning representation exists involving certain employees of the employer.

EMPLOYER City of Pasco
Contact Person Gary Crutchfield
Address 525 N 3rd
City, State, ZIP Pasco, WA, 99301
Telephone 509-545-3404 Ext. _____
Fax 509-545-3403
E-Mail crutchfieldg@pasco-wa.gov

PETITIONER Pasco Police Sergeants
Contact Person Brent Cook
Address 525 N 3rd
City, State, ZIP Pasco, WA, 99301
Telephone 509-545-3475 Ext. _____
Fax 509-545-3423
E-Mail cookb@pasco-wa.gov

INCUMBENT BARGAINING REPRESENTATIVE
(If one exists) Pasco Police Officers Association
Contact Person Dean Perry
Address P.O. Box 822
City, State, ZIP Pasco, WA, 99301
Telephone (509) 520-4495 Ext. _____
Fax _____
E-Mail deansperry@gmail.com

2. DESIGNATION OF REQUEST *Select ONE.*

- RECOGNITION REQUEST** The petitioner requests certification as exclusive representative of the bargaining unit.
- CHANGE OF REPRESENTATIVE** The employees in the bargaining unit want to designate the petitioner as their exclusive bargaining representative.
- DECERTIFICATION** The employees in the bargaining unit no longer wish to be represented by any employee organization.
- INCLUSION OF UNREPRESENTED EMPLOYEES** The petitioner requests to have a group of employees added to an existing bargaining unit pursuant to WAC 391-25-440.
- EMPLOYER PETITION -- DEMAND FOR RECOGNITION** The employer has been presented with one or more demands for recognition (per attached documents) and requests a determination by the Commission.
- EMPLOYER PETITION -- INCUMBENCY QUESTIONED** The employer has a good faith belief (per attached documents) that a majority of employees no longer desire to be represented by the incumbent bargaining representative.

3. BARGAINING UNIT

Department or Division Involved

Pasco Police Sergeants

Number of Employees in Unit 10

Bargaining Unit Description *On a separate sheet of paper:*

For a new bargaining unit, describe the proposed bargaining unit. Indicate proposed inclusions and exclusions.

If the bargaining unit already exists, provide the description in the collective bargaining agreement or in the PERC decision certifying the unit. Attach a copy of the parties' current or most recent collective bargaining agreement, or indicate the agreement is already on file with PERC.

4. SHOWING OF INTEREST

A petition filed by an organization or by employees must be accompanied by a showing of interest indicating that the petitioner has the support of 30% or more of the employees in the bargaining unit.

5. OTHER RELEVANT FACTS *Indicate if applicable.*

ADDITIONAL INFORMATION is set forth on separate sheets of paper attached to this petition

6. AUTHORIZED SIGNATURE FOR PETITIONER

Print Name Brent Cook Title Sergeant

Signature  Date 10-2-2013

ADDITIONAL INFORMATION

- Over the last couple contract cycles, there has been a growing sense by supervisors they are not welcome as part of the current bargaining unit. This came to a head during the summer of 2010 when some supervisors were accused of attempting to sway other members to agree to a new work schedule.
- Police Supervisors have a unique leadership role and responsibilities in comparison to officers.
- When disciplining a subordinate officer, the possibility exists that the discipline could be grieved. This could ultimately result in an arbitration hearing being held to determine the outcome of discipline being generated by a fellow bargaining unit member.