



STATE OF WASHINGTON  
**PUBLIC EMPLOYMENT RELATIONS COMMISSION**

**MICHAEL P. SELLARS, EXECUTIVE DIRECTOR**

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**MINUTES**

May 12, 2025

The regular meeting of the Public Employment Relations Commission  
was called to order at 1:30 p.m.

Via Zoom &  
PERC Conference Room  
112 Henry Street NE, Suite 300  
Olympia, Washington 98506

Those present and participating:  
Mark S. Lyon, Chairperson  
Elizabeth Ford, Commissioner  
Henry E. Farber, Commissioner  
Mike Sellars, Executive Director  
Charity Atchison, Appeals Administrator  
Vanessa Smith, Confidential Secretary

Also present:

Joan Ahl, Department of Social and Health Services  
Amy Heller, Department of Social and Health Services  
Sean Leonard, PERC, Labor Relations Adjudicator/Mediator  
Peggy Pulse, Department of Social and Health Services  
Dianne Ramerman, PERC, Field Services Manager  
Joye Rolfer, PERC, Communications Consultant  
Jamie Siegel, PERC, Labor Relations Adjudicator/Mediator  
Katie Sypher, PERC, Labor Relations Adjudicator/Mediator

**Minutes of the Previous Meeting**

The minutes of the previous meeting held on April 14, 2025, were adopted as presented.

**Report of the Executive Director**

1. Mike first reviewed the case and decision report for April. In terms of case volume, April was the lowest month of the year so far. However, it was still above average.
  - a. The number of unfair labor practice cases filed to date is 19% over the previous five years' average, and about 50% of those cases were filed by self-represented individuals. Similarly, the number of grievance mediation requests filed to date is just over 19% above the previous five years' average.
  - b. There has been a huge jump in the number of representation cases, with a nearly 100% increase over the previous five years' average for election cases alone. Mike has picked up cases to help the unfair labor practice/representation administrators with the overflow.
  - c. Requests for training continue to come in at a high rate. Contract mediations are down, but this is likely a timing issue. The case report also indicated that law enforcement roster cases are down, but in May we have received twice as many requests for appointment of an arbitrator as filed so far in the year.
  - d. The featured chart on this month's report showed appeal data, specifically the number of commission decisions that have gone to court and their outcomes. Charity noted that in the years where there were more appeals to court, the commission had issued a lot of decisions as it was working through a backlog.
2. The legislative session has ended. HB 1141 passed and has been signed, granting agricultural cannabis workers collective bargaining rights. We are in the process of examining whether rules need to be developed. SB 5503 also passed but has not yet been signed by the governor; however, there is no indication that he won't. SB 5473 passed and has been signed. This bill, which changes the Law Enforcement Arbitrator Roster statute, will go into effect on July 27.
3. The budget passed but has not yet been signed by the governor, who has line-item veto authority. The budget generally funded collective bargaining agreements and salary increases of 3% effective July 1, 2026, and 2% effective July 1, 2027. The budget also implemented a 3% cut for PERC, which was largely accomplished by holding 1–2 LRAM positions vacant. However, the budget funded our fiscal notes for SB 5503 and HB 1141.
4. Mike recently gave a PERC update at a Labor Relations Institute conference. He regularly does this for anyone who asks and is always pleased to do so.
5. It remains to be seen whether the hiring, travel, and spending freeze will continue when the new budget is implemented. Mike will be reviewing case numbers to see whether we can fill the LRAM vacancy that wasn't taken. We will also need to fill a legal assistant position, as Rebecca Vance will be going to law school in the fall.

### **Commission & Court Docket**

Charity informed the commission that one new appeal was filed in court and provided other updates where available. Lists of pending cases that have been appealed to court or the commission are available on the agency website at <https://perc.wa.gov/commission/>.

### **Annual Review of Law Enforcement Arbitrator Roster Fee Schedule**

The commission is required to review the Law Enforcement Arbitrator Roster Fee schedule on an annual basis. Mike summarized the memorandum that was sent to the commission before this meeting. After a brief discussion, the commission unanimously decided to keep the fee schedule as is.

### **Other Business**

Prior to the conclusion of the meeting, the commission briefly discussed its desire to make it clearer that the law enforcement arbitration decisions issued by private arbitrators under RCW 41.58.070 are not commission decisions.

### **Adjournment**

There being nothing further to come before the commission, the public meeting was adjourned at 2:05 p.m.

APPROVED at Olympia, Washington, this 9th day of June, 2025.

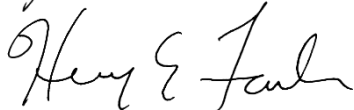
PUBLIC EMPLOYMENT RELATIONS COMMISSION



MARK S. LYON, Chairperson



ELIZABETH FORD, Commissioner



HENRY E. FARBER, Commissioner