



STATE OF WASHINGTON  
**PUBLIC EMPLOYMENT RELATIONS COMMISSION**

**MICHAEL P. SELLARS, EXECUTIVE DIRECTOR**

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**MINUTES**

June 9, 2025

The regular meeting of the Public Employment Relations Commission  
was called to order at 1:38 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:

Marilyn Glenn Sayan, Former Commission Chair  
Sean Leonard, PERC, Labor Relations Adjudicator/Mediator  
Chad Standifer, Office of the Attorney General, Assistant Attorney General  
Katie Sypher, PERC, Labor Relations Adjudicator/Mediator  
Emily Whitney, PERC, Unfair Labor Practice/Representation Administrator

**Minutes of the Previous Meeting**

The minutes of the previous meeting held on May 12, 2025, were adopted as presented.

**Report of the Executive Director**

1. Mike welcomed everyone to the meeting, adding that it was great to see all three commissioners in person as well as to be joined by former commission chair Marilyn Glenn Sayan.

2. The governor has signed all the bills we were tracking. Last month, Mike indicated that we would be reviewing the agricultural cannabis worker bill to see if it necessitated any rulemaking. Mike has completed that review and has identified two minor rules that will eventually need to be changed.
3. Mike reviewed the May 2025 case and decision report and noted that, at the current pace of cases, we are on track to have 850 cases this year. We will have a better sense of this at the conclusion of the month, when we look at the annual month-over-month totals.
  - a. What continues to stand out is the percentage of unfair labor practice complaints filed by self-represented individuals—about 50% so far this year. Many employees file complaints against both their employer and their union.
  - b. Representation cases are way over the average of the previous five years, which were the highest five years we've had. The bulk of the representation cases have sought to add unrepresented employees to existing bargaining units. We have reached out to a few unions regarding training. Change of representation cases are also driving the increase. We have a few larger units going to election.
  - c. The volume of unit clarification cases appears to be down, but that number is slightly skewed since last year's volume was high. We anticipate that we will start to see an increase in cases involving smaller jurisdictions.
  - d. There has been a small uptick in grievance mediation cases, but contract mediation cases are dipping back down and pacing lower. This month's featured chart showed the volume of contract mediation cases through May month end.
4. We have been finalizing the Annual Report for 2024. In doing so, we have noticed a dividing line between 2018 and 2019, both for representation and contract mediation cases. Specifically, beginning in 2019, the representation case volume has continued to get higher, while the volume of contract mediation cases has continued to trend lower. There is no clear reason why we are seeing these trends, but they are interesting.
5. We have not yet received any private-sector cases, but we continue to get questions about whether we can or will do them. An injunction has been issued regarding recent actions at the FMCS, and some people have been called back to work.
6. The annual conference of the National Academy of Arbitrators took place in Seattle recently. Some of our staff attended on their own time, and it was a good opportunity for them to reconnect with ALRA members.
7. The national LERA conference is also taking place in Seattle this year, starting on Thursday, June 12. A few PERC staff are on panels. However, given the timing of this year's conferences and the state travel freeze, we are participating more minimally than we usually would.

### **Commission & Court Docket**

Charity informed the commission that it has seven cases on its docket. She also noted that the court docket is largely unchanged and provided brief updates where available. Our assistant attorney general joined the meeting to discuss court appeals in executive session. 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/>.


### **Adjournment**

There being nothing further to come before the commission, the public meeting was adjourned at 1:53 p.m. The commission along with Appeals Administrator Charity Atchison, Executive Director Mike Sellars, and Assistant Attorney General Chad Standifer went into executive session to discuss pending litigation in court.

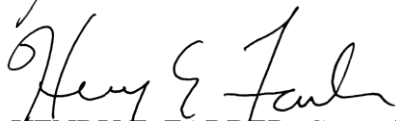
APPROVED at Olympia, Washington, this 11th day of August, 2025.

PUBLIC EMPLOYMENT RELATIONS COMMISSION

MARK S. LYON, Chairperson



ELIZABETH FORD, Commissioner



HENRY E. FARBER, Commissioner