



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**

October 8, 2024

The regular meeting of the Public Employment Relations Commission  
was called to order at 10:05 a.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  
Mike Sellars, Executive Director  
Charity Atchison, Appeals Administrator  
Vanessa Smith, Confidential Secretary

Also present:

Emily Whitney, PERC, Unfair Labor Practice/Representation Administrator  
Jamie Siegel, PERC, Labor Relations Adjudicator/Mediator  
Henry Farber  
Herb Harris, Washington Federation of State Employees

**Minutes of the Previous Meetings**

The minutes of the previous meeting held on September 10, 2024, were adopted as presented.

**Report of the Executive Director**

1. We recently hired two legal assistants to fill the vacancies created by one legal assistant leaving and Lynn Eccles' appointment to the position Diane Tucker will be retiring from. Shirin Kalam started two weeks ago, and Alyssa Gerchak started yesterday. This hiring has been one of the most challenging in the last couple of years, particularly due to the legal assistant classification salary range that is set by the Office of Financial Management. That classification has historically been anchored by the Attorney General's Office which, anecdotally, has also struggled to fill and keep legal assistant positions filled. As a result, the AGO has expanded the paralegal job classification and has reallocated all of its legal assistant 3 positions to paralegals. We are reviewing whether this fits our staff with the goal of making sure we can recruit and keep staff in these positions. The Commission stated its commitment to help get adequate compensation for these staff members.

2. As previously discussed, state employee bargaining occurs every even-numbered year and all bargaining and arbitration had to be completed by October 1. The arbitration decisions have been posted to our website, and Mike has been reviewing contracts with a focus on job-class specific details that may impact our staff. This year, all groups reached agreement and ratified new contracts except the WPEA, which rejected all tentative agreements. We are waiting to see if that results in the filing of unfair labor practice complaints or mediation requests.
3. This month, the Legislative Commission went into effect. Kenny Pittman was appointed by the speaker of the house of representatives, and Greg Devereux was appointed by the president of the senate. Commissioners Pittman and Devereux met for a special meeting on October 1, where they elected to appoint Eric Pettigrew as chair of this commission. The appointments will be effective until the Legislative Commission expires on December 31, 2027. The amount of work that will come before this commission remains to be seen. We have received five representation petitions involving legislative employees since June.
4. We recently had a field staff meeting with the labor relations adjudicators/mediators, where we debriefed on this year's K-12 mediations. For the December field staff meeting, we will be joined by assistant attorneys general from the Torts Division to discuss employment law.

### **Court & Commission Docket**

Charity provided updates on the four cases pending in court. Commissioner Lyon asked staff to arrange a meeting with the agency's assistant attorney general to discuss some of the appeals. The Commission currently has 11 cases on its docket. Lists of pending cases that have been appealed to court or the Commission are available on the agency website.

### **Adjournment**

There being nothing further to come before the Commission, the public meeting was adjourned at 10:29 a.m.

APPROVED at Olympia, Washington, this 12th day of November, 2024.

PUBLIC EMPLOYMENT RELATIONS COMMISSION



MARK S. LYON, Chairperson



ELIZABETH FORD, Commissioner