

02/22/2017

ATTN: Darlo

As per our conversation last week. I am faxing over the form E-1, signature cards and a letter of explanation.

Hard copies to follow in the mail. Just wanted you to have these since it might be a few days to get the hard copies.

Letter only sent to South Sound 911 HR director Cynthia Shaffer

Letter only sent to Teamsters Local 117, Michelle Woodrow, President of Corrections and Law Enforcement

Letter only sent to Teamsters Local 117, John Searcy, Secretary Treasurer

Angela Gestring has agreed to be the contact person, however she is a graveyard worker and is better contacted through email. You can certainly call me but may have to leave voice mail as I work dayshift and often can't answer my phone, but I can return your call when I am on break.

Barbara Williamson

253-380-6980



PUBLIC EMPLOYMENT RELATIONS COMMISSION

112 Henry Street NE, Suite 300, Olympia WA 98506

PO Box 40919, Olympia WA 98504-0919

Phone: 360.570.7300 | Fax: 360.570.7334

Email: filing@perc.wa.gov | Web: www.perc.wa.gov

REPRESENTATION PETITION

Amended Petition in Case #

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

**PARTIES** Include information for all parties involved.

EMPLOYER South Sound 911  
Contact Cynthia Shaffer  
Address 955 Tacoma Ave S#102  
City, State, ZIP Tacoma, WA 98402  
Telephone 253-798-2301 Ext. \_\_\_\_\_  
Email Cynthia.Shaffer@SouthSound911.ORG

PETITIONER ANGELA GESTRING  
Contact \_\_\_\_\_  
Address 1102 39th AVE SE  
City, State, ZIP PUYALLUP WA 98374  
Telephone 253-677-6118 Ext. \_\_\_\_\_  
Email AGESTRING@YAHOO.COM

CURRENT BARGAINING REPRESENTATIVE  
(If one exists) Teamsters 117  
Contact Michelle Woodrow  
Address 14675 Interurban AVE S.#207  
City, State, ZIP Tukwila, WA 98168  
Telephone 253-381-2990 Ext. \_\_\_\_\_  
Email Michelle.Woodrow@teamsters117.org

**TYPE OF REQUEST** Select One. The petitioner requests:

- RECOGNITION** to be certified as the representative of employees currently unrepresented.
- CHANGE OF REPRESENTATIVE** to be certified as the representative of employees currently represented by another organization.
- DECERTIFICATION** to no longer be represented by the current organization.
- INCLUSION OF UNREPRESENTED EMPLOYEES** to have a group of employees added to an existing bargaining unit as described in WAC 391-25-440.
- EMPLOYER PETITION** a determination by the commission according to WAC 391-25-090.

**BARGAINING UNIT**

Description of Bargaining Unit: Indicate inclusions / exclusions  
TEAMSTERS Local 117 includes EASTSIDE Dispatchers  
excluding 35th St Dispatchers / Communications & Records

Department or Division EASTSIDE

Number of Employees in Unit 29

Collective Bargaining Agreement

If one exists, the bargaining unit's most recent collective bargaining agreement must be filed with this petition.

Contract Expiration Date: 12/31/2018

**OTHER RELEVANT FACTS**

Additional information relating to the proposed bargaining unit is attached.

**SHOWING OF INTEREST**

The petition must be filed with a showing of interest indicating support of at least 30% of the employees in the bargaining unit. The showing of interest cards are confidential and are ONLY filed with PERC.

**AUTHORIZED SIGNATURE FOR PETITIONER**

Print Name ANGELA M GESTRING Telephone 253-677-6118 Ext. \_\_\_\_\_  
Title DISPATCH SUPERVISOR Email AGESTRING@YAHOO.COM  
Address 1102 39th AVE SE  
City, State, ZIP PUYALLUP WA 98374 Signature \_\_\_\_\_ Date 02-18-17

02/17/2017

To Whom It May Concern,

We are writing this letter to try to explain the complexity of how the numbers of our employees works, and to illustrate the difference between employees in regards to the CBA. This letter is not intended to explain why we want to decertify from Teamsters. However we are sure there will be indicators visible.

As a result of the merger of all 911 centers in Pierce County, our comm center, formerly City Comm, owned and operated by the City of Puyallup was named "Eastside" partly due to our location and partly because we dispatch for most of the cities in east Pierce County. The former LESA was dubbed "35th Street" because the location of the Comm Center is on 35th Street in Tacoma. The former Fife comm center, owned and operated by the City of Fife employed 7 dispatchers that were moved into Eastside in late 2015, but were already included in an MOU between South Sound 911 and Teamsters.

We have 29 dispatchers. 7 of these dispatchers were former City of Fife dispatchers. And included in an MOU was signed on 11/26/14 with SS911 (South Sound 911). The MOU clearly stated that it was valid for one year. Logically meaning it would end on 11/25/2015. Teamsters 117 representative Michelle Woodrow claims there is an Evergreen clause that automatically extended the MOU for an additional year. If the were true, that means the MOU would be valid until 11/25/2016. Teamsters rep Michelle Woodrow further claimed in early January of 2017 that the MOU had been extended again by Teamsters and South Sound 911 management. No paperwork of any such extentions of the MOU has been presented or exists. Furthermore, South Sound 911 management is not in agreement with Teamsters on the validity of the MOU. It is our assertion that Teamsters had the opportunity to roll the MOU into the new CBA, which was negotiated and ratified December 31st, 2015, and Teamsters failed to do so, therefore the MOU is invalid. This MOU would have a negative impact on the remaining 22 Eastside dispatchers because of some of the terms in the MOU. We further assert that the terms of the MOU have never been fulfilled and again, therefore, invalid.

Teamsters 117 negotiated a new CBA for the former LESA and Fife employees in which they were incentivised with a \$950.00 bonus to ratify the CBA prior to December 31st, 2015, and it is stated in the CBA on page 26, that you must be an employee of South Sound 911 prior to January 1st, 2016 to receive this bonus. All this with both Teamsters and South Sound 911 having already arranged for the former City Comm dispatchers to come on board on January 1st, 2016. Which ended up occurring on January 3rd, 2016. We point this out only because the 7 dispatchers, formerly Fife dispatchers, were able to vote on the CBA and did receive the \$950.00 bonus. Therefore in theory, covered by the CBA, which expires December 31st, 2018. However, since the former Puyallup employees were purposely prevented from voting on the CBA, we assert that we are not part of the CBA. In addition, the former Puyallup dispatchers were AFSCME members and still under the AFSCME CBA which expired on 12/31/2016. Neither South Sound 911 or Teamsters took over that CBA, or honored any of the conditions in the AFSCME CBA. They simply disregarded it. AFSCME was basically tossed out of the picture and replaced by Teamsters because that is the bargaining unit that represents 35th Street dispatchers.

Of the remaining 22 Eastside dispatchers, 15 of them are former Puyallup dispatchers. The other 7 Eastside dispatchers were hired by South Sound 911 and given the choice of working at 35th Street or Eastside. Of course none of them knew the history, or that they were going to be in the middle of this conflict. However those remaining 7 are in the same position as the former Puyallup dispatchers. In that we do not enjoy the terms of the Teamster CBA in regards to the monetary benefits, but they impose the other conditions on us. Therefore a count of 22 Eastside dispatchers that had no voice in the contract and assert that we are not covered or represented in the contract. All the different groups covered by CBA

have their own Appendix. Eastside dispatchers do not, and Teamsters refuses to negotiate an appendix for us. Therefore, not representing us.

If we count All 29 Eastside dispatchers, and we need 30% of the employees indicating support, we would need 10 dispatchers in support of filing the request to decertify from Teamsters. We are including more than enough signatures to meet that threshold. Since the former Fife employees were allowed to vote on the CBA covering the time period of 01/01/2016 thru 12/31/2018, We don't know how that works for them. Many of them support decertification regardless.

Thank You for your consideration in this matter

Respectfully

Angela Gestring

As a graveyard dispatcher the best way to reach me is through email, and allow me to return you call as I sleep during the day until the afternoon.

Alternative contact: Barbara Williamson 253-380-6980

**From:** [Main Copier](#)  
**To:** [PERC, Filing \(PERC\)](#)  
**Subject:** Fax Forward from a Xerox WorkCentre  
**Date:** Wednesday, February 22, 2017 9:18:15 AM  
**Attachments:** Fax.pdf

---

Please open the attached document. It contains a copy of a Received Fax. For more information on Xerox products and solutions, please visit <http://www.xerox.com>.

Attachment File Type: pdf, Multi-Page

Multifunction Printer Location: Device Name: XRX9C934E56E24B