

STATE OF WASHINGTON  
BEFORE THE MARINE EMPLOYEES' COMMISSION

OFFICE AND PROFESSIONAL  
EMPLOYEES INTERNATIONAL  
UNION, LOCAL 8,

Grievant,

v.

WASHINGTON STATE FERRIES,

Respondent.

MEC CASE NO. 27-04

DECISION NO. 394 - MEC

ORDER OF MEDIATION  
RESULTS AND CLOSING  
SETTLED GRIEVANCE

*Shannon Halme*, Union Representative, appearing for Office and Professional Employees International Union, Local 8.

Christine Gregoire, Attorney General, by *David Slown*, Assistant Attorney General, appearing for Washington State Ferries.

THIS MATTER came on regularly before the Marine Employees' Commission (MEC) on November 24, 2003, when the Office and Professional Employees International Union, Local 8 (OPEIU) filed a request for grievance mediation concerning WSF's alleged failure to permanently fill the Eagle Harbor Department Coordinator position, pursuant to Articles 5.6, 10.8 and 11.3 of the collective bargaining agreement.

The request for grievance mediation was docketed as MEC Case No. 27-04. Commissioner John Sullivan was assigned to act as Mediator at a settlement conference scheduled for December 8, 2003.

The parties reached agreement during the December 8 settlement conference. Commissioner Sullivan forwarded the parties' signed settlement agreement to the MEC office (received December 9). That agreement constitutes OPEIU's request for withdrawal of the grievance. The signed agreement is appended to and becomes a part of this Order by reference.

**ORDER**

It is hereby ordered that the request for grievance mediation, filed by the Office and Professional Employees International Union, Local 8, and docketed as MEC Case No. 27-04, is closed in acknowledgment of the parties' settlement.

DATED this 12th day of December 2003.

MARINE EMPLOYEES' COMMISSION

/s/ JOHN SWANSON, Chairman

/s/ JOHN SULLIVAN, Commissioner

/s/ JOHN BYRNE, Commissioner

## SETTLEMENT AGREEMENT

MEC Case No. 22-04  
24-04  
27-04

IN FULL AND COMPLETE SETTLEMENT of the above-listed MEC Cases, the parties, Washington State Ferries (WSF) and Office and Professional Employees International Union, Local 8 (OPEIU), do hereby agree as follows:

1. The parties mutually acknowledge that OPEIU members have legitimate concerns that their grievances, and union Information requests, have not been promptly and efficiently resolved in accordance with negotiated dispute-resolution procedures as set forth in Article 15 of their labor agreement. In an effort to improve WSF responsiveness, the parties agree to develop and use a grievance form which will provide for a clear and effective statement of the matter grieved and the relief requested. The parties agree that a copy of the agreed form will be provided to the WSF HR Department at the time of filing, so that HR can monitor the progress of the grievance settlement process.

The parties further agree that a copy of this settlement agreement may be appended to any grievance filed by an OPEIU member.

### WSF AGREES:

1. To post the Eagle Harbor Department Coordinator position by December 31, 2003.
2. To allow Judy Martin to return from leave-of-absence, to her dispatcher position, provided she reports to work no later than her first scheduled workday after January 16, 2004. If she fails to so return to work, she is subject to Article 10.8 of the CBA.
3. To maintain the existence of the floating secretary position, currently occupied by Deborah Haney, until March 31, 2004, unless mutually agreed to the contrary by OPEIU and WSF. If the position is eliminated or revised after March 31, 2004, then Deborah Haney will be entitled to exercise her bumping rights under the labor agreement.
4. WSF hereby notified OPEIU of WSF's intent to eliminate, through RIF, the Port Engineer's Vessel Preservation Secretary position.
5. WSF HR Manager Deborah Russick has agreed to meet with on OPEIU representative at their request on a monthly basis.

### OPEIU AGREES:

1. To withdraw MEC Cases 22-, 24-, and 27-04.

A signed copy of this agreement shall constitute a request for withdrawal, and may be presented by any party.

Dated this 8<sup>th</sup> day of December, 2003.

/s/ Deborah Russick                      December 8, 2003  
for WSF

/s/ Shannon Halme                        December 8, 2003  
for OPEIU

