



STATE OF WASHINGTON

## PUBLIC EMPLOYMENT RELATIONS COMMISSION

CATHLEEN CALLAHAN, EXECUTIVE DIRECTOR

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### MINUTES

October 11, 2011

The regular meeting of the Public Employment Relations Commission was held at 10:00 a.m. in the Public Employment Relations Commission Conference Room, 112 Henry Street NE, Suite 300, Olympia, Washington. Those present and participating:

Marilyn Glenn Sayan, Chairperson  
Pamela G. Bradburn, Commissioner, via telephone  
Thomas W. McLane, Commissioner  
Cathleen Callahan, Executive Director  
Majel C. Boudia, Confidential Secretary  
Charity Atchison, Appeals Administrator  
David I. Gedrose, Compliance Officer

### MINUTES OF PREVIOUS MEETING

The minutes of the meeting held September 13, 2011, were adopted as amended.

### REPORT OF THE EXECUTIVE DIRECTOR

1. Executive Director Callahan reported that 84 cases were filed during the month of September 2011. Filings included all case types, including 23 unfair labor practice cases, 10 mediation cases, and 13 grievance mediation cases. Mediation cases seem to arise from poor economic times, and the issues they present are complex. The number of cases being appealed to the Commission remains stable. Ms. Callahan reported that issues certified in police and fire units for interest arbitration appear to involve a higher number of issues. There were 62 cases closed during the month of August. There were 419 pending cases at the end of September.
2. The Red List (cases ready for decision more than 90 days) was reviewed. There were two cases on the list: *City of Kelso*, Case 23960-A-11-1494, is in the editing stage, and *University of Washington*, Case 23649-U-10-6033 was just reassigned to Steve Irvin. There were six cases on the Yellow List (cases ready for decision 45 to 89 days). The decision in *Energy Northwest*, Case 23763-E-11-3625, will issue this week.
3. The Executive Director announced that three new Labor Relations Adjudicator/Mediators (LRAMs) have been hired. All three have law degrees, some experience, mediation training, and are engaging individuals. They will begin their employment on November 16, 2011, and will be located in the Kirkland office. Christy Yoshitomi, Mark Downing,



and Ms. Callahan constituted the interview panel. A fourth candidate declined an offer of employment because of the salary.

4. OUTREACH: Ms. Callahan attended the Washington Public Employer Labor Relations Association (WAPELRA) Conference in Bremerton on September 23, 2011. She participated on a panel entitled *Changing the Landscape of Labor Relations Law* with Arbitrator Alan Krebs and Patti Cole-Tindall, Director of Labor Relations for King County.
5. Executive Director Callahan and Confidential Secretary Majel Boudia attended the meeting of the Marine Employees' Commission on September 30, 2011, in Seattle. This was the first meeting following the transfer of jurisdiction to the Public Employment Relations Commission.
6. On Thursday, October 6, 2011, training was provided for LRAMs pertaining to all cases we now docket involving Washington State Ferries. Diane Leigh, OFM Labor Relations Office, provided the employer's perspective on the state of collective bargaining with the Washington State Ferries. Captain George Capacci provided an overview of the ferry system as a whole. A panel discussion was conducted by union officials in the afternoon. Panel participants were: Dennis Conklin and Jay Ubelhart, on behalf of the Inlandboatmen's Union of the Pacific; Bill Knowlton, on behalf of the Marine Engineers Beneficial Association; Harry Thompson, on behalf of the Metal Trades; and Captain Tim Saffle, on behalf of the Masters, Mates and Pilots. The information presented was very informative and well received by staff.
7. The Commission reviewed a message from Ann Mitchell, OFM Labor Relations Office, thanking Steve Irvin for his skills in several recent mediation cases.
8. The Commission reviewed the list of all recent decisions issued by the agency. Ms. Callahan, David Gedrose, and staff have been very busy.
9. Agency Accountant Kathy Palladino has accepted a position with the Washington State Patrol. Her last day will be October 14, 2011. Her position will not be filled. Joye Rolfer will process all travel upon Kathy's departure. Kathy's remaining duties will be performed by administrative staff.

#### COMPLIANCE DOCKET

*City of Yakima*, Case 21562-U-08-5494. Compliance Officer David Gedrose asked that this case be held over until the November meeting. Mr. Gedrose is communicating with the parties on a regular basis. The parties are discussing one remaining issue.

*Wapato School District*, Case 22735-U-09-5811. Compliance Officer David Gedrose reviewed the case and tendering of compliance. He recommended that compliance be accepted. The Commission unanimously accepted compliance, and the case will now be closed.

*Kitsap County*, Case 22907-U-09-5844. Mr. Gedrose asked that this case be held over until the November meeting.

*Kiona Benton School District*, Case 23417-U-10-5969. Mr. Gedrose reported that compliance has been received and there has been no objection from the union. The Commission unanimously accepted compliance, and the case will now be closed.

*City of Quincy*, Case 23666-U-10-6038. Mr. Gedrose reported that compliance has been received and there has been no objection from the union. The Commission unanimously accepted compliance, and the case will now be closed.

COURT DOCKET

*Washington State Ferries*, Decision 563 - MEC. Appeals Administrator Charity Atchison reported that oral argument is scheduled for October 18, 2011. Assistant Attorney General Spencer Daniels will participate in a limited role in this case.

ADJOURNMENT


There being nothing further to come before the Commission, the public meeting was adjourned.

COMMISSION DOCKET

Following adjournment, the Commission went into Executive Session to deliberate pending decisions on appeal.

PUBLIC EMPLOYMENT RELATIONS COMMISSION

  
MARILYN GLENN SAYAN, Chairperson

  
PAMELA G. BRADBURN, Commissioner

  
THOMAS W. McLANE, Commissioner

ATTEST:

  
CATHLEEN CALLAHAN  
Executive Director