



**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: [filings@perc.wa.gov](mailto:filings@perc.wa.gov) | Web: [www.perc.wa.gov](http://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.

### **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.

#### **EMPLOYER** Puyallup School District

Contact Tim Yeomans  
Address 302 2nd Street SE  
City, State, ZIP Puyallup, WA 98372  
Telephone 253-840-8450 Ext. \_\_\_\_\_  
Email yeomats@puyallup.k12.wa.us

#### **PETITIONER** IUOE Local 286

Contact Margaret Englund  
Address 18 E Street SW  
City, State, ZIP Auburn, WA 98001  
Telephone 253-351-9095 Ext. \_\_\_\_\_  
Email Margie@iuoe286.org

### **BARGAINING UNIT**

**Description of Bargaining Unit:** Indicate inclusions / exclusions  
Include Assistant Driver Trainers into existing represented Bus Driver Unit.

#### **CURRENT BARGAINING REPRESENTATIVE** (If one exists) IUOE Local 286

Contact Margaret Englund  
Address 18 E Street SW  
City, State, ZIP Auburn, WA 98001  
Telephone 253-351-9095 Ext. \_\_\_\_\_  
Email Margie@iuoe286.org

**Department or Division** Transportation  
**Number of Employees in Unit** 5 Asst. Driver Trainers  
**Collective Bargaining Agreement**  
If one exists, the bargaining unit's most recent collective bargaining agreement must be filed with this petition.  
**Contract Expiration Date:** 8/31/2020


### **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** Margaret Englund **Telephone** 253-335-3243 **Ext.** \_\_\_\_\_  
**Title** Business Representative **Email** Margie@iuoe286.org  
**Address** 18 E Street SW **Signature**  **Date** 8/17/18  
**City, State, ZIP** Auburn, WA 98001

**Additional Facts:**

The bargaining unit is comprised of 153 Bus Drivers. Bus Drivers drive students to and from school and all other student programs and activities. The District also employs a non-represented Driver Trainer in a supervisory role to hire and coordinate training for new hire trainees preparing them for positions as Puyallup School District Bus Drivers.

To assist the Driver Trainer, the District selects up to 5 Bus Drivers from the existing Bus Driver bargaining unit to work as Assistant Driver Trainers when training classes are in session. The Assistant Driver Trainers assist the Driver Trainer usually during the mid-day between their morning and afternoon Bus Driver student runs.

Assistant Driver Trainer's assist with all areas within the training department to include "behind the wheel training" classroom assistance and in-service training. They are expected to set an example for the trainees and emulate their daily job requirements for the new trainees by following all guidelines and requirements set forth in the WACs, RCW's, Driver's Handbook, State Bus Drivers Handbook, District Policies and Procedures and the Collective Bargaining Agreement.

The Union and the District enjoy a bargaining relationship with the Assistant Driver Trainers and have historically bargained for additional pay for the drivers while they are asked to train. This is reflected in Appendix A of the CBA and it has been the position of the Union that these Assistant Driver Trainers are members of the Bus Drivers bargaining unit.

However, on February 28, 2018, the Union learned that the District went behind the Union's back in June of 2017 and required each Assistant Driver Trainer to sign a separate written agreement requiring them to acknowledge that while in the role of Assistant Driver Trainer specifically emphasizing that they are not represented.

The District treats the Assistant Driver Trainers as members of the Bus Driver Bargaining Unit in three important ways:

1. While working as Assistant Driver Trainers, they are paid according to appendix A of the parties Collective Bargaining Agreement (CBA).
2. The District deducts union dues from their earnings as Assistant Driver Trainers.
3. The District makes contributions to the IUOE Central Pension Fund in concurrence with Article XX of the CBA.
4. The District contends the Assistant Driver Trainers aren't part of the bargaining unit while working as Assistant Driver Trainers to avoid the negotiated provisions of the CBA pertaining to being paid through lay overs less than forty-five minutes.

The Assistant Driver Trainers share an overwhelming community of interest with the Bus Drivers in every aspect of their duties i.e.,

they are selected from the bus Driver Bargaining Unit; all their training, licenses, required skills, commonality of wages, hours, work location, and supervision are common to the Bus Drivers.

**From:** [Margaret Englund](#)  
**To:** [PERC Filing \(PERC\)](#)  
**Subject:** Representation Petition  
**Date:** Friday, August 17, 2018 12:53:24 PM  
**Attachments:** Inclusion petition 8-17-18 PERC.pdf

---

Please find the attached petition.

Thank you,  
Margaret Englund  
IUOE Local 286  
253-335-3243