



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 • Website: www.perc.wa.gov

MINUTES

January 17, 2014

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
Thomas W. McLane, Commissioner
Mark E. Brennan, Commissioner
Michael P. Sellars, Executive Director
Majel C. Boudia, Confidential Secretary
Charity Atchison, Appeals Administrator
David I. Gedrose, Compliance Officer

Also present and participating:

Jason Holland, Washington Public Employees Association
Herb Harris, Washington Federation of State Employees
Mark Lyon, Assistant Attorney General

Executive Director Sellars introduced and welcomed Assistant Attorney General Mark Lyon. Mr. Lyon replaced Spencer Daniels, who retired in 2013.

MINUTES OF PREVIOUS MEETING

The minutes of the meeting held November 12, 2013, were adopted as presented.

REPORT OF THE EXECUTIVE DIRECTOR

1. Mike reported that case filings were slower during the month of December. There were 52 cases filed and 65 cases closed in December.
2. Mike will speak to the Employee Relations Negotiations Network (ERNN) on Saturday, January 25, 2014. The Commission reviewed two spreadsheets prepared for this group which offered a different view of the agency's yearly statistics. There were 803 cases



filed in 2013. There was an increase in mediation; adjudications were down and there were fewer hearings. Representation case filings remained about the same, although unit clarification cases increased.

Mike noted his focus on mediation revealed that agreement was reached in more than 60% of grievance and contract mediation cases. Also, in interest arbitration cases, the mediator is now available until the arbitration occurs.

Dario de la Rosa has created a plan to implement changes to the rules as they work with case processing. Once the process improvement review is completed, it will be meshed with the new plan. The new plan may be comprehensive or completed in sections. Either way, the statistics will change even more.

3. The Commission reviewed the list of open cases for the Washington State Ferries.

LEGISLATIVE REPORT

The 2014 Regular Session began January 13 and ends March 13, 2014. Mike reviewed the following bills that have been dropped that would impact this agency:

HB 2121/SB 5964 Requires training to appointed members of agency open public meetings.

SB 6053 Amends nonassociation process or personal adding "or personal religious belief" and adds lower payments.

SB 6071 Adjusts monthly salary and benefits for the Washington State Patrol and for other law enforcement agencies.

SB 6183 Amends open meetings act to make all meetings open to the public.

COMPLIANCE DOCKET

Compliance Officer David Gedrose reviewed the following cases:

Wenatchee School District, Case 23450-U-10-5978. Mr. Gedrose reviewed the case. Notices were posted in October, and we have received confirmation that payments have been made to the employees. Mr. Gedrose recommended acceptance of compliance. The Commission unanimously accepted compliance and the case will now be closed.

University of Washington, Case 24189-U-11-6195. Mr. Gedrose reviewed the case in detail and recommended acceptance of compliance. The Commission unanimously accepted compliance and the cases will now be closed.

COURT DOCKET

Appeals Administrator Charity Atchison reviewed the pending court cases and offered updated information where available. The monthly Court Docket is available on the agency website.

OTHER BUSINESS

The March 11, 2014 Commission meeting will now be held in the Kirkland office.

The May 13, 2014 Commission meeting was moved to May 20 in Kirkland.

These changes will be published in the Washington State Register.

ADJOURNMENT

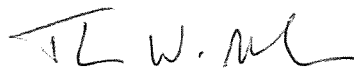
There being nothing further to come before the Commission, the public meeting was adjourned.

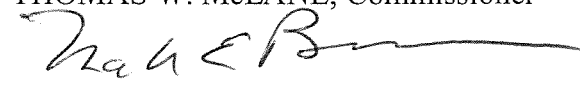
COMMISSION DOCKET

Following adjournment, the Commission went into Executive Session to deliberate pending cases before the Commission.


PUBLIC EMPLOYMENT RELATIONS COMMISSION


MARILYN GLENN SAYAN, Chairperson


THOMAS W. McLANE, Commissioner


MARK E. BRENNAN, Commissioner

ATTEST:


MICHAEL P. SELLARS
Executive Director



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MINUTES

February 11, 2014

The regular meeting of the Public Employment Relations Commission was held at 10:00 a.m. in the Public Employment Relations Commission Conference Room, 9757 Juanita Drive NE, Suite 201, Kirkland, Washington. Those present and participating:

Marilyn Glenn Sayan, Chairperson
Thomas W. McLane, Commissioner
Mark E. Brennan, Commissioner
Michael P. Sellars, Executive Director
Majel C. Boudia, Confidential Secretary
Charity Atchison, Appeals Administrator
David I. Gedrose, Compliance Officer (via telephone)

Also present and participating:

Bill Knowlton, Marine Engineers' Beneficial Association

MINUTES OF PREVIOUS MEETING

The minutes of the meeting held January 17, 2014, were adopted as presented.

REPORT OF THE EXECUTIVE DIRECTOR

1. Mike reported that case filings increased in January. There were 89 cases filed and 61 cases closed in January 2014. The trend shows hearing work has slowed, although cases continue to be filed. There were no cases opened involving the Washington State Ferries.
2. The Olympia office conference room is being remodeled. The project should be completed by the end of March.
3. Mike spoke to the Employee Relations Negotiations Network (ERNN) on Saturday, January 25, 2014. ERNN membership includes all school administrators. His presentation reviewed general agency information for new members. Jamie Siegel gave a presentation on Interest-Based Bargaining to ERNN during the Friday session.



4. Mike will speak later this month at the Washington School Personnel Association conference in Marysville. His topic will be trends in mediation and unfair labor practices.
5. In May, Mike will speak to the Washington Council of School Attorneys.
6. The Commission reviewed the list of open cases for the Washington State Ferries. Mike and Franklin Plaistowe, from the Office of Financial Management's Labor Relations Division, have begun discussing the status of marine negotiations to better prepare for agency involvement next fall. State marine and some Washington State Patrol clientele are not required to mediate prior to interest arbitration. They do, however, schedule hearing dates for interest arbitration in advance. If PERC is aware of these dates, it would assist in planning our work to accommodate their needs and an arbitrator would be available, if needed.
7. The Labor and Employment Relations Association (LERA) conference is scheduled for April 3 and 4, 2014, at the Washington State Convention Center in Seattle. Arbitrator's Day will be held on April 2 at the Washington Athletic Club in Seattle. Christy Yoshitomi is working with Beth Schindler from the Federal Mediation and Conciliation Service and others to revive the Northwest Chapter of LERA.
8. The Association of Labor Relations Agencies (ALRA) conference will be held in Seattle beginning June 25, 2014.

LEGISLATIVE REPORT

Mike reviewed the following bills that would impact this agency. Most legislation this agency is monitoring has been introduced in the Senate Commerce and Labor Committee. Transparency is a common theme this year. Bills must be out of their house of origin one week from today.

SB 6183 Making public employee collective bargaining sessions to be open meetings.

SB 5844 Modifying collective bargaining law to authorize the right of community and technical college non-tenured part-time academic employees to form a collective bargaining unit for the protection of their common interests.

SB 6053 Payment of representation fees in lieu of regular union dues and fees.

SB 6250 Requiring submission of digital copies of public employees' collective bargaining agreements.

SB 6300 Protecting public sector workers' rights through public disclosure of public sector unions; finances.

SB 6300 Protecting public sector workers' rights through public disclosure of public sector unions' finances.

SB 6445 Amending the definition of uniformed personnel for the purposes of public employees' collective bargaining.

HB 2617 Regulating interpreter services.

HB 2591/SB 6307 State preemption of local employment laws and contracts.

COMPLIANCE DOCKET

Compliance Officer David Gedrose reviewed the following case:

City of Tacoma, Case 25298-U-12-6475. Mr. Gedrose reviewed the case. This was a standard compliance matter. The minutes and notice were filed, and Mr. Gedrose has not heard any objection from the union. He recommended acceptance of compliance. The Commission unanimously accepted compliance and the case will now be closed.

COURT DOCKET

Appeals Administrator Charity Atchison reviewed the pending court cases and offered updated information where available. The monthly Court Docket is available on the agency website.

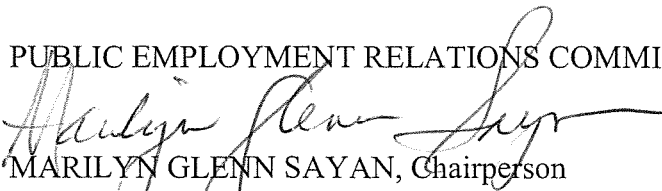
ADJOURNMENT

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 cases before the Commission.

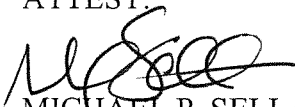
PUBLIC EMPLOYMENT RELATIONS COMMISSION


MARILYN GLENN SAYAN, Chairperson


THOMAS W. McLANE, Commissioner


MARK E. BRENNAN, Commissioner

ATTEST:


MICHAEL P. SELLARS
Executive Director



STATE OF WASHINGTON

PUBLIC EMPLOYMENT RELATIONS COMMISSION

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MINUTES

March 11, 2014

The regular meeting of the Public Employment Relations Commission was held at 10:00 a.m. in the Public Employment Relations Commission Conference Room, 9757 Juanita Drive NE, Suite 201, Kirkland, Washington. Those present and participating:

Marilyn Glenn Sayan, Chairperson
Thomas W. McLane, Commissioner
Mark E. Brennan, Commissioner
Michael P. Sellars, Executive Director
Majel C. Boudia, Confidential Secretary
Charity Atchison, Appeals Administrator
David I. Gedrose, Compliance Officer (via telephone)

MINUTES OF PREVIOUS MEETING

The minutes of the meeting held February 11, 2014, were adopted as presented.

REPORT OF THE EXECUTIVE DIRECTOR

1. Mike reported that 63 cases were filed in February 2014. There was one case opened involving the Washington State Ferries. There were 46 cases closed during February.
2. The remodel of the Olympia office conference room has begun. The project should be completed by the end of March.
3. Mike and Christy Yoshitomi attended the Association of Labor Relations Agencies' (ALRA) business meeting in Chicago in February. Progress is being made in organizing the annual conference that will be held in Seattle on June 25 – 28, 2014. The agenda will be finalized within the next few weeks.
4. Mike spoke at the Washington School Personnel Association conference in Marysville. He spoke on trends in mediation and unfair labor practices.
5. Mike spoke at the Washington Public Employer Labor Relations Association's (WAPELRA) spring seminar on March 6th in Lacey. His presentation included new data,



the strategic plan, agency statistics, timeliness of decision issuance, and the Legislature. Copies of the Powerpoint presentation were distributed to the Commission.

6. The Labor and Employment Relations Association (LERA) conference will be held on April 3 and 4, 2014, at the Washington State Convention Center in Seattle. Arbitrator's Day will be held on April 2nd at the Washington Athletic Club in Seattle.
7. Mike will speak to the Washington Council of School Attorneys on May 2, 2014.
8. A Field Staff Meeting is scheduled for May 14th in the Olympia office. The topic will be arbitration. We are bringing in several arbitrators to participate in the discussion.
9. The agency budget was discussed. We should receive the numbers for February soon. The January numbers were good. Several staff members will attend an alternative dispute resolution conference on March 28 and 29, 2014.
10. The Commission reviewed and approved the application of Sharon Imes for the Dispute Resolution Panel.

LEGISLATIVE REPORT

Mike reviewed the bills that would impact this agency. The Legislature is scheduled to adjourn this coming Thursday.

SB 6250 Requiring submission of digital copies of public employees' collective bargaining agreements. Passed the Senate but died in the House of Representatives.

SB 6445 Amending the definition of uniformed personnel for the purposes of public employees' collective bargaining to include court security. Passed the Senate but died in the House of Representatives.

HB 2755 Removing the authority of an employer to unilaterally implement a collective bargaining agreement. This bill died in Committee.

SB 5844 Modifying collective bargaining law to authorize the right of community and technical college non-tenured part-time academic employees to form a collective bargaining unit for the protection of their common interests. This bill died in Committee.

HB 2105 Posting agendas on line. Passed as law.

HB 2121/ESB 5964 Public records and meetings. Passed as law.

COMPLIANCE DOCKET

Compliance Officer David Gedrose reviewed the following cases:

University of Washington, Cases 21681-U-08-5529, 23900-U-11-6103 and 24344-U-11-6238. Mr. Gedrose reviewed each case and the respective compliance documents for the Commission.

All of the compliance requirements have been met, and Mr. Gedrose has not heard any objection from the union. He recommended acceptance of compliance. The Commission unanimously accepted compliance for each case and the cases will now be closed.

City of Yakima, Cases 24266-U-11-6217 and 24268-U-11-6218. Mr. Gedrose reviewed the cases. The posting and reading requirements for compliance were fulfilled last summer. Mr. Gedrose recently received notice from the parties that they have reached agreement regarding compliance of the continuous duty issue. Mr. Gedrose recommended acceptance of compliance. The Commission unanimously accepted compliance and the cases will now be closed.

Vancouver School District, Case 25012-U-12-6398. Mr. Gedrose reviewed the case and reported that the parties posted the notice and complied with the requirements in a timely fashion. Mr. Gedrose recommended acceptance of compliance. The Commission unanimously accepted compliance for each case and the cases will now be closed.

COURT DOCKET

Appeals Administrator Charity Atchison reviewed the pending court cases and offered updated information where available. The monthly Court Docket is available on the agency website.

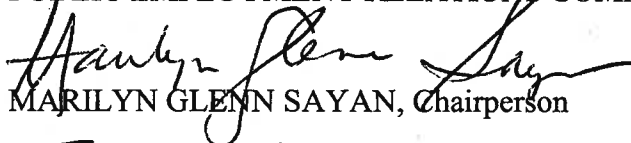
ADJOURNMENT

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 cases before the Commission.


PUBLIC EMPLOYMENT RELATIONS COMMISSION


MARILYN GLENN SAYAN, Chairperson


THOMAS W. McLANE, Commissioner


MARK E. BRENNAN, Commissioner

ATTEST:


MICHAEL P. SELLARS
Executive Director



STATE OF WASHINGTON
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MICHAEL P. SELLARS, EXECUTIVE DIRECTOR

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MINUTES

April 15, 2014

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
Thomas W. McLane, Commissioner
Mark E. Brennan, Commissioner
Michael P. Sellars, Executive Director
Majel C. Boudia, Confidential Secretary
Charity Atchison, Appeals Administrator

Also present and participating:

Jason Holland, Washington Public Employees Association

MINUTES OF PREVIOUS MEETING

The minutes of the meeting held March 11, 2014, were adopted as presented.

REPORT OF THE EXECUTIVE DIRECTOR

1. Mike reported that this was the first Commission meeting in the expanded Olympia conference room. The increase in size will be helpful for large mediation sessions and staff meetings. There is also a smaller conference room within the PERC office. Negotiations have resulted in the United States Department of Agriculture taking over the second floor conference room.
2. The 37th Annual Labor and Employment Relations Association Conference was held on April 3 and 4, 2014. There were over 500 registrants. The evaluations and comments are still being reviewed. Mike thanked Lisa Hartrich and Christy Yoshitomi, for their participation and work on the conference standing committee. The Commission also extended their thanks to Lisa and Christy, as well as Robbie Duffield and Joy Rolfer for



their assistance with the technical aspects of the conference. Mike noted that the conference is a big undertaking.

3. Mike reviewed recent case filings. February filings were down, while March filings were about average for the agency. There were 54 cases filed in March. Two cases opened involving the Washington State Ferries. There were 64 cases closed during the month. Filings during the first two weeks of April have picked up. Fewer cases are going to hearing.
4. Mike reported that issuance of decisions seems to be down during the first quarter of 2014. Most of the decisions issued have been in the unit clarification field with interesting issues. There are two cases on the Yellow List (cases ready for decision 45 – 89 days) and no cases on the Red List (cases ready for decision more than 90 days).
5. This is a state employee bargaining year. Bargaining should begin soon. Washington State Ferries units have selected their arbitrators for interest arbitration by now, if an arbitrator is needed, although mediation is not mandatory. Interest arbitration for Corrections (jailers) was modeled after state troopers and homecare workers
6. Mike reported the agency is currently hiring to fill the Labor Relations Adjudicator/Mediator (LRAM) position previously held by Robin Romeo. Testing is taking place now. Interviews will be held by April 28.
7. Mike informed the Commission that the agency strategic plan has been finalized and the management team will review it at their meeting tomorrow. The plan looks at best practices for the agency. A Client Consultation Committee may be formed to provide feedback. Electronic or telephonic elections also may be considered in the future.
8. The agency budget will allow more staff LRAMs to attend the Association of Labor Relations Agencies (ALRA) conference in Seattle in June 2014.

LEGISLATIVE REPORT

There was nothing new to report following the end of the session.

COMPLIANCE DOCKET

There were no cases to report at this meeting.

COURT DOCKET

Appeals Administrator Charity Atchison reviewed the pending court cases and offered updated information where available. The monthly Court Docket is available on the agency website.

April 15, 2014

Page 3

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 cases before the Commission.

PUBLIC EMPLOYMENT RELATIONS COMMISSION



MARILYN GLENN SAYAN, Chairperson



THOMAS W. McLANE, Commissioner



MARK E. BRENNAN, Commissioner

ATTEST:



MICHAEL P. SELLARS
Executive Director



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PUBLIC EMPLOYMENT RELATIONS COMMISSION

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MINUTES

May 20, 2014

The regular meeting of the Public Employment Relations Commission was held at 10:00 a.m. in the Public Employment Relations Commission Conference Room, 9757 Juanita Drive NE, Suite 201, Kirkland, Washington. Those present and participating:

Marilyn Glenn Sayan, Chairperson
Thomas W. McLane, Commissioner
Mark E. Brennan, Commissioner
Michael P. Sellars, Executive Director
Majel C. Boudia, Confidential Secretary
Charity L. Atchison, Appeals Administrator
David I. Gedrose, Compliance Officer (via telephone)

Also present and participating:

Debbie Grady, SNOCOM
Jessica Stevenson, Washington State Senate Commerce and Labor Committee
Gladys Burbank, Washington Federation of State Employees
Louis Woods, Washington Federation of State Employees
Herb Harris, Washington Federation of State Employees
Kendra Wilkins-Fontenot, Washington State University (via telephone)

MINUTES OF PREVIOUS MEETING

The minutes of the meeting held April 15, 2014, were adopted as presented.

REPORT OF THE EXECUTIVE DIRECTOR

1. Mike reported that case filings for April were down from the five year average, although the last two years were above the previous five year average. Robbie Duffield is reviewing other data which will be reported at future meetings.

There were 66 cases filed during the month of April, and 90 cases were closed.

Mike reported that the agency is working away on the pending cases. There were approximately 544 cases pending in January 2012. There were 433 open cases at the end of April.

2. Decision output has decreased. Fewer cases are going to hearing because they are being resolved through settlement mediation.
3. As reported in April, this is a bargaining year for general government, community colleges, and higher education. Mike met with staff at the Office of Financial Management last month. The purpose of the meeting was to look ahead at dates and planning for mediations. At this time, we're not sure how much work there will be this year. There will be 16 tables involved in negotiations. Some bargaining units will require certification to interest arbitration, although certification for interest arbitration for marine clientele is optional. There are two new units eligible for interest arbitration at the Department of Corrections. The units are represented by the Washington Federation of State Employees and the Teamsters, Local 117.
4. Mike reported that the agency's strategic plan will be released to the public soon.
5. A quarterly Field Staff Meeting was held on May 14th. The topic focused on the basics of grievance arbitration. A three-member panel led the discussion, which included Field Services Manager Mark Downing and former staff members Katrina Boedecker and Fred Rosenberry. The training was well received. During the lunch hour, staff recognized the professional staff for their assistance throughout the year.
6. Mike reported that recruitment for the Unfair Labor Practice Manager position was opened internally on May 19th with a date of June 2nd for closure. The goal is to appoint a replacement by July so the individual can shadow David Gedrose during the month of August.
7. The recruitment for the Labor Relations Adjudicator/Mediator position left vacant by Robin Romeo continues.
8. The Association of Labor Relations Agencies (ALRA) Conference is scheduled for June 25 – 30, 2014 at the downtown Seattle Hilton. Seventy delegates have registered, with a target of 100 delegates. Eight advocates have registered as of this date for Advocate's Day. There were 70 last year. Chairperson Sayan reminded the audience of Advocate's Day to be held on June 26th in conjunction with the conference. All are welcome.
9. Mike requested approval from the Commission to go to Ottawa in July of this year and meet with three Canadian federal agencies and at least one provincial agency to discuss best practices for the agency, and consistent with the strategic plan. Commissioner McLane made a motion to approve travel and accommodations for Mike Sellars to go to Ottawa to conduct business. Commissioner Brennan seconded the motion. The motion was unanimously approved.

10. Mike noted that so far the budget at the end of the fiscal year is \$27,000 to the positive. The financial report through the month of April should arrive soon. The new budget will be written during the next legislative session.

COMPLIANCE DOCKET

Compliance Officer David Gedrose offered the following report via telephone conference call.

State – Corrections, Case 24001-U-11-6318. Mr. Gedrose reviewed the case and recommended acceptance of compliance. The Commission unanimously accepted compliance. The case will now be closed.

SNOCOM, Case 24947-U-12-6379. Mr. Gedrose reviewed the case and recommended acceptance of compliance. The Commission unanimously accepted compliance. The case will now be closed.

Skagit Public Hospital District 1, Case 25407-U-13-6503. Mr. Gedrose reviewed the case and noted that all documents have been provided to the agency. He recommended acceptance of compliance. The Commission unanimously accepted compliance. The case will now be closed.

State – Employment Security Department, Case 25471-U-13-6520. Mr. Gedrose reviewed the case and noted that no objections were received. Gladys Burbank commented on the smooth compliance process in this case. Mr. Gedrose recommended acceptance of compliance. The Commission unanimously accepted compliance. The case will now be closed.

Washington State University, Case 24440-U-11 6258. Mr. Gedrose reviewed the case and the posting, reading, and return to status quo required for compliance. He has received no objection from the union. Mr. Gedrose recommended acceptance of compliance. The Commission unanimously accepted compliance in this case. The case will now be closed.

COURT DOCKET

Appeals Administrator Charity Atchison reviewed the pending court cases and offered updated information where available. The monthly Court Docket is available on the agency website.

OTHER BUSINESS

The Commission reviewed the application of Paul Roose for the agency's Dispute Resolution Panel. Following review of the documents, the Commission unanimously approved the addition of Mr. Roose to the panel.

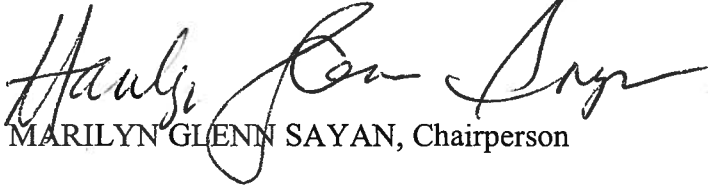
ADJOURNMENT

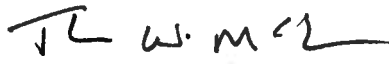
There being nothing further to come before the Commission, the public meeting was adjourned.

COMMISSION DOCKET

Following adjournment, the Commission went into Executive Session to deliberate pending cases before the Commission.

PUBLIC EMPLOYMENT RELATIONS COMMISSION


MARILYN GLENN SAYAN, Chairperson


THOMAS W. McLANE, Commissioner


MARK E. BRENNAN, Commissioner

ATTEST:


MICHAEL P. SELLARS
Executive Director



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MINUTES

June 10, 2014

The regular meeting of the Public Employment Relations Commission was held at 10:00 a.m. in the Public Employment Relations Commission Conference Room, 114 Henry Street NE, Suite 300, Olympia, Washington. Those present and participating:

Marilyn Glenn Sayan, Chairperson
Thomas W. McLane, Commissioner
Mark E. Brennan, Commissioner
Michael P. Sellars, Executive Director
Majel C. Boudia, Confidential Secretary
Charity L. Atchison, Appeals Administrator

Also present and participating:

Louis Woods, Washington Federation of State Employees
Herb Harris, Washington Federation of State Employees

MINUTES OF PREVIOUS MEETING

The minutes of the meeting held May 20, 2014, were adopted as presented.

REPORT OF THE EXECUTIVE DIRECTOR

1. Mike reported that case filings are flattening out, with an average of 65 cases per month. There were 64 cases opened in May. There are no interesting trends to report. There were 70 cases closed during the month.
2. The agency's strategic plan has been reviewed with the professional staff and the Labor Relations Adjudicator/Mediators. It will be released to the public soon.
3. Mike reviewed the budget. He expressed that the agency maintains a positive variance.
4. An offer was made two weeks ago to fill Robin Romeo's position. The offer was declined. Mike will revisit hiring after the ALRA Conference.
5. Three internal candidates have applied for the Unfair Labor Practice Manager position held by David Gedrose, who will retire September 1. Mike hopes to make an appointment to the position by July 1, allowing the employee to shadow David during the month of August.

6. The Association of Labor Relations Agencies (ALRA) Conference will begin in two weeks. At this time there are 101 delegates registered. Registrations for Advocates' Day are shy. Mike has been sending emails to clientele notifying them of Advocates' Day on June 26.
7. Mike met with the University of Washington and the Washington Federation of State Employees last Friday in mediation. The parties are trying to schedule another day to continue mediating.

COMPLIANCE DOCKET

There were no cases to review on the docket.

COURT DOCKET

Appeals Administrator Charity Atchison reviewed the pending court cases and offered updated information where available. The monthly Court Docket is available on the agency website.

OTHER BUSINESS

There was no other business to come before the Commission

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 cases before the Commission.


PUBLIC EMPLOYMENT RELATIONS COMMISSION


MARILYN GLENN SAYAN, Chairperson


THOMAS W. McLANE, Commissioner


MARK E. BRENNAN, Commissioner

ATTEST:


MICHAEL P. SELLARS
Executive Director



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MINUTES

July 8, 2014

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
Thomas W. McLane, Commissioner
Mark E. Brennan, Commissioner
Michael P. Sellars, Executive Director
Majel C. Boudia, Confidential Secretary
Charity L. Atchison, Appeals Administrator

Also present and participating:

Jason Holland, Washington Public Employees Association
Peggy Pulse, Department of Social and Health Services

MINUTES OF PREVIOUS MEETING

The minutes of the meeting held June 10, 2014, were adopted as presented.

REPORT OF THE EXECUTIVE DIRECTOR

1. Mike thanked the Commissioners for their attendance and support at the Association of Labor Relations Agencies Conference held in Seattle on June 25 – 28, 2014. He reported that the conference was successful and well attended. There were 116 registrants for the conference and 49 registrants attended Advocates' Day on June 26. Reports indicate the content was good. The agency sent 18 staff members to the conference. Mike received many unsolicited positive comments regarding agency staff. The hotel appreciated the thank you's it received from this group. Christy Yoshitomi headed the Arrangements Committee. Lisa Hartrich and Emily Martin stepped in at the last minute to assist. Robbie Duffield and Joye Rolfe were also involved in the conference. Chairperson Sayan extended her thanks to all staff involved in the conference.



2. The agency's strategic plan has been completed and is on the agency website.
3. Interviews to fill the Labor Relations Adjudicator/Mediator (LRAM) position previously held by Robin Romeo are being conducted this week.
4. LRAM Jessica Bradley has been selected to replace retiring Unfair Labor Practice Manager David Gedrose. Jessica will work with David during the month of August before his departure.
5. Mike reviewed the budget. Agencies have been asked to submit the details of a 15% budget cut to the Office of Financial Management. Mike may delay filling Jessica Bradley's Labor Relations Adjudicator/Mediator position until the budget is determined.
6. The monthly case statistics were discussed. Case filings were down 20 cases in June. Mike and Robbie Duffield have been reviewing the case statistics since 2009. This year there is a larger drop in PSRA filings. If the 2009 statistics are removed, the agency is on track with previous years. Unfair labor practice case filings have declined, but not considerably.

Six Examiner decisions have been issued this calendar year as compared to 30 last year. Peggy Pulse, Labor Relations Specialist for the Department of Social and Health Services, noted that her agency is trying to work cases out prior to filing with PERC.

7. The recent *Harris v. Quinn* decision is being reviewed. The Office of Financial Management Labor Relations Division will refer inquiries to PERC, although it is not technically an issue for this agency.

COMPLIANCE DOCKET

There were no cases to review on the docket.

COURT DOCKET

Appeals Administrator Charity Atchison reviewed the pending court cases and offered updated information where available. The monthly Court Docket is available on the agency website.

OTHER BUSINESS

There was no other business to come before the Commission.

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 cases before the Commission.


PUBLIC EMPLOYMENT RELATIONS COMMISSION


MARILYN GLENN SAYAN, Chairperson


THOMAS W. McLANE, Commissioner


MARK E. BRENNAN, Commissioner

ATTEST:


MICHAEL P. SELLARS
Executive Director



STATE OF WASHINGTON
PUBLIC EMPLOYMENT RELATIONS COMMISSION

MICHAEL P. SELLARS, EXECUTIVE DIRECTOR

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MINUTES

August 12, 2014

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
Thomas W. McLane, Commissioner
Mark E. Brennan, Commissioner
Michael P. Sellars, Executive Director
Majel C. Boudia, Confidential Secretary
Charity L. Atchison, Appeals Administrator
David I. Gedrose, Compliance Officer
Jessica J. Bradley, Labor Relations Adjudicator/Mediator

Also present and participating:

Lewis Woods, Jr., Washington Federation of State Employees

MINUTES OF PREVIOUS MEETING

The minutes of the meeting held July 8, 2014, were adopted as presented.

REPORT OF THE EXECUTIVE DIRECTOR

1. Mike reported an increase in case filings for the month of July. There were 96 cases opened during the month, as compared to July 2012 when 69 cases were opened. There were 25 contract mediation cases filed, 11 more than last July. Many of these cases involve state bargaining units. The parties representing bargaining units at the Washington State Ferries have requested certification to interest arbitration.
2. Mike has contacted the Washington Education Association to review the need for mediators as the new school year approaches.
3. Elizabeth Leemon, a recent graduate of Seattle University, has been hired to fill the Labor Relations Adjudicator/Mediator position within the agency. She held an extern position with the National Labor Relations Board.



4. Field Services Manager Joel Greene and Unfair Labor Practice Manager David Gedrose will both retire at the end of August. Jessica Bradley has been chosen as the new Unfair Labor Practice Manager and Compliance Officer.
5. Mike reported on his recent trip to Ottawa, Canada, to meet with the Canada Industrial Relations Board, the Public Service Staffing Tribunal, the Federal Mediation and Conciliation Service - Canada, and the Canada Public Service Labour Relations Board. His visit included a clientele consultation committee review and a discussion regarding how each agency provides services. Mike was also updated on electronic elections (voting) that are currently being conducted by the Canada Industrial Relations Board. He also looked into the decision review process within each agency.
6. Recent ballot initiatives involving local jurisdictions are being monitored due to suggested changes in collective bargaining.
7. Mike and Diane Tucker recently met with the agency budget analyst and staff regarding the budget. They reviewed the current numbers and the impact of a 15% cut to expenditures. We must now quantify the numbers to proceed. PERC has already cut 15% of its expenditures since 2009.
8. There is currently one case on the Red List (cases ready for decision more than 90 days) and three cases on the Yellow List (cases ready for decision 45 – 89 days).

COMPLIANCE DOCKET

Compliance Officer David Gedrose reviewed the following cases:

University of Washington, Case 22273-U-09-5681. This compliance issue regarding back pay was mediated by Matt Greer and Mike Sellars. Posting and reading of the notice were completed prior to mediation. The Compliance Officer thanked Mike for heading up the mediation sessions with the parties. This case completes a series of compliance cases for this employer. Mr. Gedrose recommended closure of the case. The Commission unanimously accepted compliance in this matter, and the case will now be closed. Chairperson Sayan thanked David Gedrose and Mike Sellars for their work with this case.

City of Vancouver, Case 22840-U-09-5829. The posting and reading requirements were completed earlier in the compliance process. The employer was ordered to offer employment to the officer who was denied a promotion. A conditional offer was made by letter. The union has no issues with compliance in the matter. Mr. Gedrose recommended closure of the case. The Commission unanimously accepted compliance in this matter, and the case will now be closed.

Kitsap County, Case 24240-U-11-6210. The posting and reading requirements were completed earlier in the compliance process. Arbitration was ordered for the discharged employee and an award was issued. The union is satisfied with compliance in this case, and Mr. Gedrose recommended closure of the case. The Commission unanimously accepted compliance, and the case will now be closed.

Washington State Ferries, Case 24934-U-12-6375. Mr. Gedrose reviewed the case. He has not heard anything further from the union, and recommended closure of the case. The Commission unanimously accepted compliance in this matter, and the case will now be closed.

The Commission congratulated David Gedrose on his retirement and thanked him for his work as Unfair Labor Practice Manager and Compliance Officer. They said they have enjoyed working with him. David has streamlined the unfair labor practice process.

COURT DOCKET

Appeals Administrator Charity Atchison reviewed the pending court cases and offered updated information where available. The monthly Court Docket is available on the agency website.

OTHER BUSINESS

An application for the agency's Dispute Resolution Panel filed by Sharon Gallagher was reviewed and approved by the Commission.

There was no other business to come before the Commission.

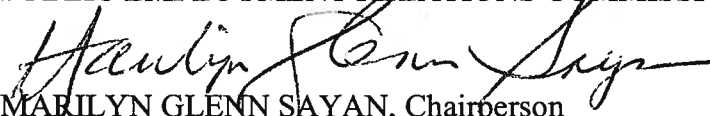
ADJOURNMENT

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 cases before the Commission.


PUBLIC EMPLOYMENT RELATIONS COMMISSION


MARILYN GLENN SAYAN, Chairperson


THOMAS W. McLANE, Commissioner


MARK E. BRENNAN, Commissioner

ATTEST:


MICHAEL P. SELLARS
Executive Director



STATE OF WASHINGTON
PUBLIC EMPLOYMENT RELATIONS COMMISSION

MICHAEL P. SELLARS, EXECUTIVE DIRECTOR

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MINUTES

September 9, 2014

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
Thomas W. McLane, Commissioner
Mark E. Brennan, Commissioner
Michael P. Sellars, Executive Director
Majel C. Boudia, Confidential Secretary
Charity L. Atchison, Appeals Administrator
Jessica J. Bradley, Compliance Officer

MINUTES OF PREVIOUS MEETING

The minutes of the meeting held August 12, 2014, were adopted as presented.

REPORT OF THE EXECUTIVE DIRECTOR

1. Mike reported on case filings for the month of August. Although there was a spike in filings in July, there were 52 cases filed in August. This is still on average with previous years. There were 55 cases closed in August.
2. Mike continues to track hearings in the pipeline. The same number of unfair labor practice complaints continue to be filed, but settlement mediation eliminates the need for a hearing and decision. Thus, the number of decisions to be issued has decreased.
3. Mike will meet with clientele regarding the agency budget and case filings at a later date to gather input from clientele.
4. State employee mediation and interest arbitration cases were filed and processed during August.



5. The teacher mediation season was active this year. The San Juan School District could have delayed the beginning of the school year, but Steve Irvin, Emily Whitney and Dianne Ramerman were able to reach a two year contract prior to Labor Day.
6. Mike and Diane Tucker are refining the agency budget detail which is due September 19th. The Office of Financial Management wants to know how we would cut 15% in budget package form, in addition to a supplemental package. PERC has already cut 15% of its expenditures since 2009.
7. A retirement gathering for David Gedrose and Joel Greene was held on a Saturday in late August. Both were excited for the opportunities ahead and the opportunities they had with the agency. Mike reported that David and Joel extended their thanks to the Commission.

COMPLIANCE DOCKET

Compliance Officer Jessica Bradley reviewed the following cases:

Yakima County, Case 21632-U-08-5519. The Compliance Officer reviewed the case for the Commission. The parties are in agreement that compliance has been reached. Ms. Bradley recommended closure of the case. The Commission unanimously accepted compliance in this matter, and the case will now be closed.

Community Transit, Case 22253-U-09-5678. The case was reviewed. The posting and reading requirements are complete. Ms. Bradley recommended closure of the case. The Commission unanimously accepted compliance in this matter, and the case will now be closed.

Kiona Benton School District, Case 25699-U-13-6582. The case was reviewed. The posting and reading requirements are complete. Ms. Bradley recommended closure of the case. The Commission unanimously accepted compliance, and the case will now be closed.

Ms. Bradley thanked the Commission for completing their on-line records training as required for gubernatorial appointees.

COURT DOCKET

Appeals Administrator Charity Atchison reviewed the pending court cases and offered updated information where available. The monthly Court Docket is available on the agency website.

OTHER BUSINESS

There was no other business to come before the Commission.

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 cases before the Commission.

PUBLIC EMPLOYMENT RELATIONS COMMISSION


MARILYN GLENN SAYAN, Chairperson


THOMAS W. McLANE, Commissioner


MARK E. BRENNAN, Commissioner

ATTEST:


MICHAEL P. SELLARS
Executive Director



STATE OF WASHINGTON
PUBLIC EMPLOYMENT RELATIONS COMMISSION

MICHAEL P. SELLARS, EXECUTIVE DIRECTOR

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MINUTES

October 14, 2014

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
Thomas W. McLane, Commissioner
Mark E. Brennan, Commissioner
Michael P. Sellars, Executive Director
Majel C. Boudia, Confidential Secretary
Charity L. Atchison, Appeals Administrator
Jessica J. Bradley, Compliance Officer

Also present and participating:

Lewis Woods, Washington Federation of State Employees
Peggy Pulse, Department of Social and Health Services

MINUTES OF PREVIOUS MEETING

The minutes of the meeting held September 9, 2014, were adopted as presented.

REPORT OF THE EXECUTIVE DIRECTOR

1. Mike reported that the agency continues its internal recruitment for Joel Greene's Field Services Manager position.
2. Case filings for the month of September continued to be down. There were 46 cases filed in September. There were 41 cases closed during the month. The decrease in case filings has allowed staff to get up to speed on their cases and to issue their decisions. This year only one decision was issued past the 90 day period.



3. Last month, Mike Sellars and Christy Yoshitomi attended grievance mediation training conducted at the Canada Public Service Labour Relations Board. This agency's resolution rate is higher than ours. Mike noted that this is a good way to introduce their training and for him to look at how we can incorporate it or refine our training and offerings to clientele. This training would even out our services.
4. Mike informed the Commission that the agency has submitted its budget exercises which include eliminating five positions: three Labor Relations Adjudicator/Mediators, one Field Services Manager, and one Office Assistant 3. The agency submitted a buyback of the Office Assistant 3 position first.
5. Mike reported the agency is streamlining case processing. The notice of case filing and additional information is now being e-mailed to the parties in each case. Beginning in November, we will no longer mail out a record of appearance. Both of these changes will eliminate printing and mailing expenses.
6. The agency has just completed the pilot project of an electronic election for 1300 bargaining unit members at the University of Washington. Mike reported the election process went smoothly. The process could be monitored throughout the voting period by staff. The results of the election were available 20 minutes after ballots were counted. The company handling the pilot program mailed a pin number and voting instructions to each voter. Two hundred people were able to vote that would have been late had this been a mail ballot. Mike noted that historically 50-60% of the voters in big elections vote. There were 770 votes cast, of which 522 voted yes and 172 voted no. There were no challenges.

COMPLIANCE DOCKET

Compliance Officer Jessica Bradley reviewed the following cases:

University of Washington, Case 23515-U-10-5995. The case was reviewed for the Commission. Mike mediated many issues which resulted in a global settlement. The parties have withdrawn their appeals. Ms. Bradley recommended closure of the case. The Commission unanimously accepted compliance in this matter, and the case will now be closed. The Commission thanked Mike Sellars, Jessica Bradley, and David Gedrose for their work in this case.

COURT DOCKET

Appeals Administrator Charity Atchison reviewed the pending court cases and offered updated information where available. The monthly Court Docket is available on the agency website.

OTHER BUSINESS

There was no other business to come before the Commission.

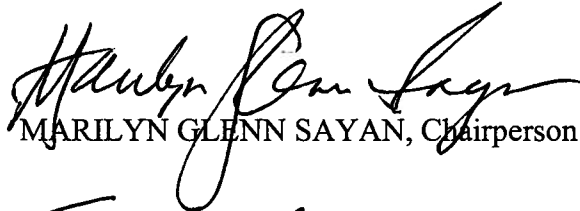
ADJOURNMENT

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 cases before the Commission.

PUBLIC EMPLOYMENT RELATIONS COMMISSION


MARILYN GLENN SAYAN, Chairperson


THOMAS W. McLANE, Commissioner


MARK E. BRENNAN, Commissioner

ATTEST:


MICHAEL P. SELLARS
Executive Director



STATE OF WASHINGTON
PUBLIC EMPLOYMENT RELATIONS COMMISSION

MICHAEL P. SELLARS, EXECUTIVE DIRECTOR

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MINUTES

November 12, 2014

The regular meeting of the Public Employment Relations Commission was held at 10:00 a.m. in the Public Employment Relations Commission Conference Room, 9757 Juanita Dr. NE, Suite 201, Kirkland, Washington. Those present and participating:

Marilyn Glenn Sayan, Chairperson
Thomas W. McLane, Commissioner
Mark E. Brennan, Commissioner
Michael P. Sellars, Executive Director
Joye D. Rolfer, Communications Consultant
Charity L. Atchison, Appeals Administrator
Jessica J. Bradley, Compliance Officer

MINUTES OF PREVIOUS MEETING

The minutes of the meeting held October 14, 2014, were adopted as presented.

REPORT OF THE EXECUTIVE DIRECTOR

1. Case filings for October continue to be down. There were 59 cases opened and 87 closed.
2. Mike reported that Majel will be retiring at the end of December. Joye Rolfer will be filling her position effective January 1, 2015. Joye will be keeping some, but not all of Majel's duties. There will be a short window for training. The Commission commented how much they have appreciated Majel's years of dedication and service and will miss her very much.
3. Lisa has filled the vacant Field Services Manager position left when Joel Greene retired effective November 1. The Olympia teams have been assigned. The most senior field staff in the agency after Mark Downing retires are Christy Yoshitomi, Lisa Hartrich, and Karyl Elinski. After Mark Downing retires we would like to fill his Field Services Manager position dependent upon the budget.



4. Supervisors will be finalizing their PDP evaluations. Mike will be doing them for Joel's team.
5. Budget preparation for next year has begun. Mike is currently managing vacancies. Lisa Hartrich filled the vacancy left by Joel Greene and Jessica Bradley filled the vacancy left by David Gedrose, the two LRAM vacancies left by Lisa and Jessica will not be filled at this time. The vacancy left by Joye Rolfer when she fills Majel Boudia's position will be filled with a Legal Secretary. Because of the vacancy management, there is currently vacancy savings in the budget. These savings will not carry over into the next biennium and will be used for infrastructure investments.
6. Mike is meeting with clientele regarding the budget cut exercise.
7. Mike has scheduled meetings with WSCCCE Council 2 and the WEA.
8. Mike attended the ALRA executive board meeting in in October to plan for the summer conference in Minneapolis, Minnesota. Chairperson Sayan requested approval for her and Mike to travel to Ottawa to meet with Elizabeth McPherson, outgoing Chair of the Canada Industrial Relations Board as a follow up to best practice initiatives from Mike's previous visit. Additionally Mike and Marilyn would engage in business in behalf of ALRA. Commissioner McLane and Brennan both approved travel out of country.
9. Wi-Fi will soon be installed in both the Olympia and Kirkland offices.
10. Mike may participate on a panel at the National LERA Conference at the end of May 2015.

COMPLIANCE DOCKET

Compliance Officer Jessica Bradley reviewed the following cases:

Washington State Patrol, Case 24211-U-11-6200, filed by the WPEA.

Washington State Patrol, Case 24232-U-11-6208, filed by the Troopers Association. These cases were reviewed. The posting and reading requirements are complete. Ms. Bradley recommended closure of the case. The Commission unanimously accepted compliance in this matter, and the case will now be closed.

Washington State Corrections, Case 25011-U-12-6397. The case was reviewed. The posting and reading requirements are complete. Ms. Bradley recommended closure of the case. The Commission unanimously accepted compliance in this matter, and the case will now be closed.

Spokane County, 26055-U-13-6666. The case was reviewed. The posting and reading requirements are complete. Ms. Bradley recommended closure of the case. The Commission unanimously accepted compliance in this matter, and the case will now be closed.

The Commission thanked Jessica Bradley for her good work and timeliness in processing in these cases.

COURT DOCKET

Appeals Administrator Charity Atchison reviewed the pending court cases and offered updated information where available. The monthly Court Docket is available on the agency website.

OTHER BUSINESS

An application for the Dispute Resolution Panel filed by Andrew Robertson was reviewed and approved by the Commission.

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 cases before the Commission.

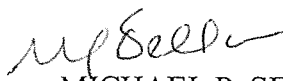
PUBLIC EMPLOYMENT RELATIONS COMMISSION


MARILYN GLENN SAYAN, Chairperson


THOMAS W. McLANE, Commissioner


MARK E. BRENNAN, Commissioner

ATTEST:


MICHAEL P. SELLARS
Executive Director