



STATE OF WASHINGTON
PUBLIC EMPLOYMENT RELATIONS COMMISSION

MICHAEL P. SELLARS, EXECUTIVE DIRECTOR

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MINUTES

January 10, 2023

The regular meeting of the Public Employment Relations Commission was called to order
at 10:03 a.m. via Zoom

Those present and participating:
Marilyn Glenn Sayan, Chairperson
Mark R. Busto, Commissioner
Elizabeth Ford, Commissioner
Mike Sellars, Executive Director
Charity Atchison, Appeals Administrator
Vanessa Smith, Confidential Secretary

Also present via Zoom:

Dario de la Rosa, PERC, Unfair Labor Practice/Representation Administrator
Matt Greer, PERC, Labor Relations Adjudicator/Mediator
Kristin Lamson, Office of the Attorney General
Margaret (Peggy) Pulse, Department of Social and Health Services
Jamie Siegel, PERC, Labor Relations Adjudicator/Mediator
Katie Sypher, PERC, Labor Relations Adjudicator/Mediator

Minutes of the Previous Meetings

The minutes of the previous meeting held on November 8, 2022, were adopted as presented.

Report of the Executive Director

1. Mike welcomed our new commissioner, Liz Ford.
2. Since the meeting in November, Mike announced the reintroduction of in-person activities. Effective January 1, in-person events may be conducted at the discretion of the Labor Relations Adjudicators/Mediators. In the previous pilot phase, there were only four requests to conduct in-person activities, and one meeting is occurring in person next week.
3. Two Labor Relations Adjudicators/Mediators are leaving PERC. Dan Hickey accepted a position with the Federal Mediation and Conciliation Service and his last day will be Friday. Additionally, Daniel Comeau accepted a position in the Labor and Industries

Division of the Attorney General's Office after seven years with PERC. Both are big losses for us, but thankfully we filled two other vacant positions recently. Jessica Bradley rejoined us in the fall after being away for four years, and Page Todd will rejoin us after three years away next week. We will monitor the volume of cases before considering filling the new vacancies but will likely open a recruitment sometime in the first half of 2023.

4. PERC staff received the training on structural racism, implicit bias, and recognizing and valuing community diversity and cultural differences conducted by RISEWITHKJ in November. Mike was very pleased with the training, and staff seem to have gotten a lot out of it.
5. Over the last few months, supervisors have been completing evaluations and preparing expectations for the current evaluation period. This is a valuable process that aligns with our strategic plan.
6. The Governor announced the proposed budget for the next biennium. With respect to PERC, there were no additions or subtractions. Included in the proposed budget for non-represented staff is a 4% salary increase in July 2023 and a 3% increase in July 2024. There is also a \$1,000 incentive for those who are current on the COVID-19 vaccine.
7. With respect to salaries for staff, the Office of Financial Management (OFM) is in the process of beginning a salary survey. Mike and Diane Tucker are working with OFM to make sure they are using the correct comparators.
8. We typically have a staff recognition meeting in December. We did not hold one last month, but Mike wanted to recognize staff who reached certain tenure milestones: Amy Riggs, Chris Casillas, and Katie Sypher reached 5 years each; Lynn Eccles and Matt Greer reached 10 years each; Charity Atchison, Vanessa Smith, and Jamie Siegel reached 15 years each; and Karyl Elinski and Lisa Hartrich reached 20 years each. Mike extended gratitude and congratulations to all of them. All their work is appreciated.
9. The Strategic Plan for 2023–2025 will be completed this month. It is currently with staff for input and then it will go to the Commission for its input.
10. By the end of 2022, the volume of mediation cases finally increased beyond the previous five years' average. The volume of unfair labor practice cases has gone down, but we continue to see strong representation activity and training requests are going up slightly. The decision report shows we stayed within our goals for issuing timely decisions in 2022. The average number of days for issuing Commission decisions is starting to come back down.

Following Mike's report, Commissioner Ford expressed her delight to be here. Chairperson Sayan thanked the staff and expressed appreciation for all the people who reached milestones, also thanking them for their service.

Court Docket

Charity provided updates on the two cases currently pending in court. A list of pending cases that have been appealed to court is available on the agency website.

Legislative Update

Charity gave an overview of legislation that PERC has been monitoring. There was a brief discussion.

Review of Law Enforcement Arbitrator Roster Fee Schedule

The Commission is required to review the Law Enforcement Arbitrator Roster fee schedule annually. This will be brought back before the Commission at its next meeting. We have made 18 appointments to date, so each roster member has been appointed. Additionally, the number of appointments is more than Minnesota's, even though our legislation went into effect after theirs. Several of the requests have been related to the vaccine mandate.

Adjournment

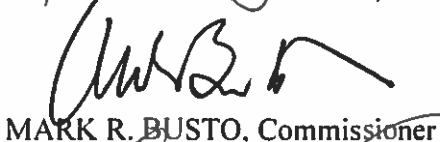
There being nothing further to come before the Commission, the public meeting was adjourned at 10:47 a.m.

APPROVED this 11th day of April, 2023.

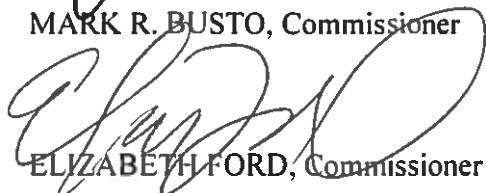
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MARILYN GLENN SAYAN, Chairperson



MARK R. BUSTO, Commissioner



ELIZABETH FORD, Commissioner