



STATE OF WASHINGTON  
**PUBLIC EMPLOYMENT RELATIONS COMMISSION**

CATHLEEN CALLAHAN, EXECUTIVE DIRECTOR

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MINUTES

October 14, 2008

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

Marilyn Glenn Sayan, Chairperson  
Pamela G. Bradburn, Commissioner  
Thomas W. McLane, Commissioner  
Cathleen Callahan, Executive Director  
Majel C. Boudia, Confidential Secretary  
Dario de la Rosa, Appeals Administrator  
David I. Gedrose, Compliance Officer

Also present and participating:

Glenn Frye, OFM Labor Relations Office  
Leslie Liddle, Public School Employees of Washington  
Jessica Bradley, Labor Relations Adjudicator/Mediator  
Jamie Siegel, Labor Relations Adjudicator/Mediator  
James E. Lohr, Business Manager

MINUTES OF PREVIOUS MEETING

The minutes of the meeting held on September 9, 2008, were adopted as presented.

REPORT OF THE EXECUTIVE DIRECTOR

1. Executive Director Callahan reviewed the statistics for the month of September. There were 60 cases filed during the month, of which 46 involved clientele represented under Chapter 41.56 RCW. There were 22 mediation cases and 14 unfair labor practice complaints filed during the month. A total of 367 cases were pending at the end of September, and 57 cases were closed.



Commissioner Bradburn asked about the 15 mediation cases pending during September involving state clientele covered by Chapter 41.80 RCW. Ms. Callahan indicated that many of these filings arrived later in the month, and that the agency will work with clientele to encourage them to file earlier in the future.

2. The Red List (cases ready for decision more than 90 days) was reviewed. There is one case on the list and it should issue soon. The Yellow List (cases ready for decision 45 to 89 days) has three cases. Commissioner Bradburn noted that these lists are showing an amazingly good record of staff issuing timely decisions. Executive Director Callahan said she is proud of the staff for keeping their cases off these lists.
3. The Commission reviewed a letter from Francine Reis, on behalf of the Washington Public Employer Labor Relations Association (WPELRA), thanking Ken Latsch for speaking at their fall conference in Chelan.
4. Ms. Callahan reported that the Performance and Development Plan (PDP) for the agency has been put in place. All employees have received their packets, which include the agency vision statement, their job description, and the PDP form. The Commissioners were provided a copy of a packet. The plans are to be completed by the supervisor and the employee by December 1, 2008. The first assessment will be completed during the month of June 2009. Once one successful cycle of assessments has been completed, the agency may apply for performance confirmation which would pave the way for employee bonuses based upon performance.
5. The Management Team has formulated an Outreach plan which will involve holding workshops for our clientele in various areas of the state: Vancouver, Spokane, the Tri-Cities, Tacoma, and Bellingham. Topics will include mediation, unilateral changes, an update of PERC decisions, and hearings. Staff will be asked to participate in these training workshops. These Outreach workshops will begin in February.

Glenn Frye commented that he looks forward to the Outreach workshops and the information they will provide to clientele. Commissioner Bradburn commented that she likes the idea of staff going out to meet the clientele.

6. Ken Latsch spoke at the Washington School Lawyers Conference in Seattle on Monday, October 13, 2008.

7. Executive Director Callahan and Martha Nicoloff will participate in a joint *No Secrets Labor Management Symposium* sponsored by the Washington Fire Chiefs Association. They will discuss recent events at PERC and our successful Interest Based Bargaining training. This event is scheduled for October 28<sup>th</sup> in Yakima.
8. The Executive Director announced that the Annual Report for Fiscal Year ending June 30, 2008, should be ready for the Commissioners to sign at their next meeting.

#### RULE ADOPTION

Dario de la Rosa introduced the amendment to WAC 391-25-030, which relates to the time for filing representation petitions. The revised language recognizes six-year collective bargaining agreements for RCW 41.56.070 clientele (cities, counties, and school districts). This amendment simply reflects the statutory change and mirrors that language. Mr. de la Rosa noted that no comments have been received from clientele. Glenn Frye noted that this amendment does not affect state government clientele, only employees covered by Chapter 41.56 RCW. Following discussion, the Commission unanimously adopted the amendment to WAC 391-25-030 on an emergency basis effective immediately, upon filing. Permanent adoption will follow.

#### COMPLIANCE DOCKET

Compliance Officer David I. Gedrose reported on the following case:

*Western Washington University*, Case 18898-U-04-4804. Mr. Gedrose indicated that he has received word from the parties that compliance is complete following ratification of the contract. He also reported that the parties appreciated Guy Coss's assistance. The Commission unanimously accepted compliance in the matter, and the case will now be closed. Following a short discussion, it was decided that all parties to compliance matters will be notified by letter that compliance has been accepted by the Commission.

#### COURT DOCKET

Mr. de la Rosa reported that a petition for judicial review has been filed in Thurston County Superior Court involving *Western Washington University*, Case 21631-U-08-5518.

COMMISSION DOCKET

The Commission docket was reviewed and the status of each case was discussed.

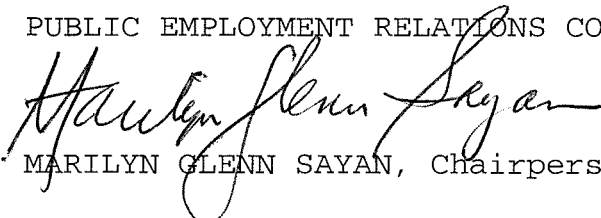
OTHER BUSINESS

There was no other business to report at this meeting.

ADJOURNMENT

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

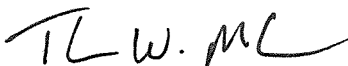
PUBLIC EMPLOYMENT RELATIONS COMMISSION



MARILYN GLENN SAYAN, Chairperson



PAMELA G. BRADBURN, Commissioner



THOMAS W. McLANE, Commissioner

ATTEST:



CATHLEEN CALLAHAN  
Executive Director