

STATE OF WASHINGTON

BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the matter of the petition of:

TEAMSTERS, LOCAL 760

Involving certain employees of:

GRANT COUNTY

CASE 25745-E-13-3798

DECISION 11843 - PECB

CERTIFICATION

Cross-check by

Direction of Cross-check

Wayne Johnson, for the petitioner, Teamsters, Local 760.

Tammie Hechler, Human Resources Director, for the employer.

FINDINGS OF FACT

1. The above-named petitioner filed with the Public Employment Relations Commission a petition for investigation of a question concerning representation of employees of the above-named employer. The petition was timely filed and accompanied by a showing of interest which was administratively determined by the Commission to be sufficient. No other organization is known to claim to represent the employees involved.
2. These representation proceedings were conducted by the Commission in the bargaining unit described as:

All full-time and regular part-time Community Support Specialists employed by Grant County Integrated Services, excluding supervisors, confidential employees, and all other employees.
3. All proceedings were conducted under the supervision of the Commission in a manner designed to afford the affected employees a free choice in the selection of their bargaining representative, a confidential cross-check of employer and union documents has been conducted by the Commission staff and a tally of the results previously furnished to the parties is attached hereto; and no meritorious objections have been filed with respect to these proceedings.

CONCLUSION OF LAW

The unit described in paragraph 2 of the foregoing Findings of Fact is an appropriate unit for the purposes of collective bargaining within the meaning of RCW 41.56.030.

All conditions precedent to a certification have been met.

NOW, THEREFORE, it is

CERTIFIED

The employees of the above-named employer in the appropriate bargaining unit described in paragraph 2 of the foregoing Findings of Fact have chosen:

TEAMSTERS, LOCAL 760

as their representative for the purpose of collective bargaining with their employer.

Issued at Olympia, Washington, this 6th day of August, 2013.

PUBLIC EMPLOYMENT RELATIONS COMMISSION



MICHAEL P. SELLARS, Executive Director



TALLY OF CROSS-CHECK

PUBLIC EMPLOYMENT RELATIONS COMMISSION

PO Box 40919, Olympia, WA 98504
360.570.7300 www.perc.wa.gov

Case Number 25745-E-13-3798

Employer Grant County

The Public Employment Relations Commission has conducted a confidential cross-check under WAC 391-25-410 and certifies the results as follows:

- | | |
|--|-----------|
| 1. Employees eligible to be in the bargaining unit | <u>13</u> |
| 2. Employees whose inclusion in the unit is challenged | <u>0</u> |
| 3. Total employees to be considered (Total of Lines 1 and 2) | <u>13</u> |
| 4. Valid authorization cards required (Majority of line 3) | <u>7</u> |
| 5. Total cards of eligible employees examined | <u>11</u> |
| 6. Cards rejected as invalid | <u>0</u> |
| 7. Valid cards accepted in support of <u>Teachers, Local 760</u> | <u>11</u> |

8. The Result of the Cross-Check is:

- Eligibility challenges affect the result
- In favor of the organization listed on line 7
- In favor of No Representation

Date Issued: July 29, 2013

By: [Signature]

TALLY OF CROSS-CHECK

APPLICABLE RULES: The Public Employment Relations Commission (PERC) processes representation elections under Chapters 10-08, 391-08 and 391-25 WAC. Rules are available at www.perc.wa.gov or 360.570.7300.

What is a cross-check?

A cross-check is a verification of signatures on authorization cards compared with signatures on employee records supplied by the employer.

Upon verification that the majority of the employees in the bargaining unit signed cards in favor of representation, the petitioning union will be certified as representative; otherwise No Representation will be certified.

When can a cross-check occur?

A cross-check may be directed when a petition is supported by authorization cards from more than:

- 50% of state civil service employees in the proposed bargaining unit; or
- 70% of employees in the proposed bargaining unit under all other statutes.

What is an eligibility challenge and how does it affect the tally?

When there is a question regarding an employee's eligibility to be included in a bargaining unit, that employee's authorization card is not verified against the signatures provided by the employer.

How are challenges resolved?

Challenges are resolved by a formal hearing to determine an employee's eligibility in the bargaining unit.

When are cards rejected as invalid?

If the signature of the card supporting the petition does not clearly match the signature on the records provided by the employer, the card is rejected as invalid.

For what reasons may objections be filed?

Objections may be filed for specific conduct that has improperly affected the results of the cross-check.

When are objections due?

Objections are due within seven days after the tally has been issued. See WAC 391-25-590 for more information.

When is a certification issued?

- Provided no objections are filed and challenges do not affect the outcome of the cross-check, the tally results will be certified eight days after the tally is issued.
- When challenges affect the outcome of the cross-check, the certification will be issued after the challenges are resolved.





PUBLIC EMPLOYMENT RELATIONS COMMISSION

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RECORD OF SERVICE - ISSUED 08/06/2013

The attached document identified as: **DECISION 11843 - PECB** has been served by the Public Employment Relations Commission by deposit in the United States mail, on the date issued indicated above, postage prepaid, addressed to the parties and their representatives listed in the docket records of the Commission as indicated below:

PUBLIC EMPLOYMENT RELATIONS
COMMISSION


BY: *IS* DIANE THOVSEN

CASE NUMBER: 25745-E-13-03798 FILED: 06/06/2013 FILED BY: PARTY 2
DISPUTE: QCR UNORGANIZED
BAR UNIT: MISCELLANEOUS
DETAILS: -Teamsters, Local 760 certified.
COMMENTS:

EMPLOYER: GRANT COUNTY
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PARTY 2: TEAMSTERS LOCAL 760
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REP BY: WAYNE JOHNSON
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