

STATE OF WASHINGTON

BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the matter of the petition of:)	
)	
INTERNATIONAL UNION OF POLICE)	
ASSOCIATIONS)	CASE 14667-E-99-2447
)	
Involving certain employees of:)	DECISION 6805-A - PECB
)	
KITSAP COUNTY)	CERTIFICATION
)	Cross-check Pursuant to
)	Agreement of Parties

Ed Loughrey, Attorney at Law, and Bill Wickline, Business Representative, appeared on behalf of the petitioner.

Cabot Dow, Attorney at Law, appeared on behalf of the employer.

FINDINGS OF FACT

1. The above-named petitioner timely filed with the Public Employment Relations Commission a petition for investigation of a question concerning representation of employees of the above-named employer; said petition was accompanied by a showing of interest which was administratively determined by the Commission to be sufficient; and the employer declined voluntarily to extend recognition to the petitioner as the exclusive bargaining representative of its employees.

2. These representation proceedings were conducted by the Commission in the bargaining unit described as:

ALL FULL-TIME AND REGULAR PART-TIME
LIEUTENANTS OF THE KITSAP COUNTY SHERIFF'S
OFFICE, EXCLUDING 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, if any; a tally of the results was previously furnished to the parties and is attached hereto; and no meritorious objections have been filed with respect to these proceedings.

CONCLUSION OF LAW

The unit described in finding of fact number 2 is an appropriate unit for the purposes of collective bargaining within the meaning of RCW 41.56; and all conditions precedent to a certification have been met.

NOW, THEREFORE, it is

CERTIFIED

The employees of the above named employer employed in the appropriate collective bargaining unit described in finding of fact number 2 have chosen:

INTERNATIONAL UNION OF POLICE ASSOCIATIONS

as their representative for the purpose of collective bargaining with their employer with respect to wages, hours and conditions of employment.

Issued at Olympia, Washington, this 14th day of September, 1999.

PUBLIC EMPLOYMENT RELATIONS COMMISSION



MARVIN L. SCHURKE, Executive Director



PUBLIC EMPLOYMENT RELATIONS COMMISSION
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TALLY OF CROSS-CHECK

Instructions: See other side of this form.

Applicable Rule: WAC 391-25-410

CASE NUMBER 146007-E-99-2447 EMPLOYER Kitsap County

The Public Employment Relations Commission has conducted a confidential cross-check under WAC 391-25-410, which provides:

- (1) Where a cross-check of records is to be conducted to determine a question concerning representation, the organization shall furnish to the agency original or legible copies of individual cards or letters signed and dated by employees in the bargaining unit within ninety days prior to the filing of the petition and indicating that the employees authorize the named organization to represent them for the purposes of collective bargaining, or shall furnish to the agency membership records maintained by the organization as a part of its business records containing the names of employees and indicating those employees currently members in good standing.
- (2) The agency shall honor a valid revocation of authorization contained in an individual card or letter signed by the employee and furnished to the agency by the employee.
- (3) The employer shall make available to the agency original or legible copies of employment records maintained as a part of its business records containing the names and signatures of the employees in the bargaining unit.
- (4) Prior to the commencement of the cross-check, the organization may file and serve, as required by WAC 391-08-120, a request that the question concerning representation be determined by a representation election. Any such requests shall be honored.
- (5) Where the organization files a disclaimer or a request for election after the commencement of the cross-check, the cross-check shall be terminated and the organization shall not seek to be certified in the bargaining unit for a period of at least one year thereafter.
- (6) All cross-checks shall be by actual comparison of records furnished by the parties. The agency shall not disclose the names of employees giving representation authorization in favor of or appearing on the membership rolls of the organization. Upon the conclusion of the comparison of records, the agency officer conducting the cross-check shall prepare and furnish to the parties a tally sheet containing the number of employees in the bargaining unit, the number of employee records examined and the number of employee records counted as valid evidence of representation.

The results of that cross-check are certified to be as follows:

1. NUMBER OF EMPLOYEES AGREED TO BE IN BARGAINING UNIT	<u>2</u>
2. NUMBER OF EMPLOYEES WHOSE INCLUSION IN UNIT IS CHALLENGED	<u>0</u>
3. TOTAL EMPLOYEES TO BE CONSIDERED (Total of Lines 1 and 2)	<u>2</u>
4. NUMBER OF VALID AUTHORIZATIONS NEEDED TO ESTABLISH MAJORITY STATUS	<u>2</u>
5. TOTAL AUTHORIZATION CARDS OR MEMBERSHIP RECORDS EXAMINED	<u>2</u>
6. NUMBER OF AUTHORIZATIONS REJECTED AS INVALID	<u>0</u>
7. NUMBER OF AUTHORIZATIONS ACCEPTED AS VALID EVIDENCE OF REPRESENTATION BY (organization) <u>International Union of Police Assns</u>	<u>2</u>
8. THE RESULT OF THE CROSS-CHECK APPEARS TO BE:	

- Eligibility challenges are sufficient in number to affect the results.
- The organization named on line 7 is entitled to certification as exclusive bargaining representative.
- A certification of "no representative" is appropriate.

PUBLIC EMPLOYMENT RELATIONS COMMISSION

DATE ISSUED Sept 3, 1999 BY Sally JERSON

ACKNOWLEDGMENT OF OBSERVERS The undersigned acknowledge service of a copy of this tally of cross-check.

For the Employer Title Date

For organization on Line 7 Title Date