

STATE OF WASHINGTON

BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the matter of the petition of:)
TEAMSTERS UNION, LOCAL 252) CASE 9552-E-91-1581
Involving certain employees of:) DECISION 3995 - PECB
CITY OF ELMA) CERTIFICATION
Cross-Check Pursuant
to Agreement of
Parties)

Appearances:

For Petitioner: Ed J. Jacobson, Secretary Treasure for the
Teamsters Union, Local 252
For Employer: William Bilsland, Mayor of the City of Elma

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 POLICE OFFICERS
EMPLOYED BY THE EMPLOYER, EXCLUDING: THE CHIEF OF POLICE,
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, 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 3 have chosen:

TEAMSTERS UNION, LOCAL 252

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 18th day of February, 1992.

PUBLIC EMPLOYMENT RELATIONS COMMISSION



MARVIN L. SCHURKE, Executive Director



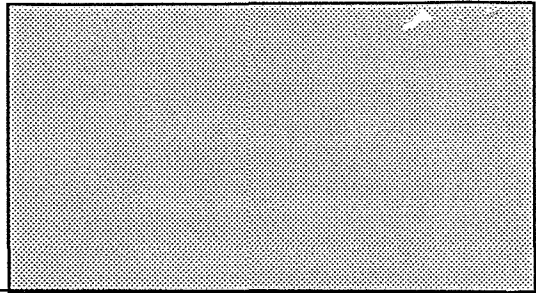
PUBLIC EMPLOYMENT RELATIONS COMMISSION

603 EVERGREEN PLAZA FJ-61 OLYMPIA, WASHINGTON 98504
(206) 753-3444

CROSS-CHECK AGREEMENT
for CASE # 9552 - E - 91 - 1581

Instructions: See other side of this form.

Applicable Rule: See WAC 391-25-250.



The parties to this cross-check agreement stipulate that a question concerning representation exists among the employees in the bargaining unit specified below. The parties waive hearing, and request the Commission to determine the question concerning representation by conducting a cross-check comparing authorization cards individually signed and dated by employees or current membership records submitted by the employee organization against employee-signed documents contained in the employment records of the employer.

The parties agree to be bound by the results of the cross-check, as indicated in the certification to be issued by the Commission. If the results of the cross-check indicate that a majority of the employees have authorized the petitioner to represent them, the employer will recognize the petitioner as the exclusive bargaining representative of all of the employees in the bargaining unit. If the results of the cross-check indicate that the petitioner does not represent a majority of the employees in the bargaining unit, then the petitioner will refrain from seeking recognition or certification as the representative of employees in the bargaining unit for a period of one year following issuance of the certification by the Commission.

1. EMPLOYER CITY OF ELMA

2. PETITIONER TEAMSTERS UNION, LOCAL 252

3. INCUMBENT OR FORMER INCUMBENT The parties to this election agreement indicate to the Commission that (check one):
 There is no incumbent exclusive bargaining representative for the employees involved.
 The former exclusive bargaining representative has disclaimed or abandoned the bargaining unit, as evidenced by documents attached hereto.

4. NO OTHER ORGANIZATIONS The parties to this election agreement further indicate to the Commission that no other organization is known to exist which claims or may claim to represent any of the employees in the bargaining unit.

5. BARGAINING UNIT The bargaining unit agreed to be appropriate is: (Specify inclusions and exclusions)
ALL FULL TIME AND REGULAR PART-TIME POLICE OFFICERS EMPLOYED BY THE EMPLOYER, EXCLUDING THE CHIEF OF POLICE, SUPERVISORS, CONFIDENTIAL EMPLOYEES AND ALL OTHER EMPLOYEES.

6. ELIGIBILITY LIST Indicate:
 The "eligibility cut-off date" is the date of this cross-check agreement. The employees listed on the attached "Eligibility List" constitute all of the employees in the bargaining unit.
 The "eligibility cut-off date" for the cross-check is stipulated to be: _____ . The employer will supply an "Eligibility List" containing the names of all of the employees in the bargaining unit as of that date.

7. SUPPLEMENTAL AGREEMENT Indicate:
 There are no other issues concerning the "bargaining unit" or "eligibility list" at this time.
 The "bargaining unit" and "eligibility list" in this election agreement are subject to a SUPPLEMENTAL AGREEMENT attached hereto.

AUTHORIZED SIGNATURES:
For the Employer: William J. Boland Title: Mayor Date: 2/10/92 Telephone: (206) 482-2212
For the Petitioner: Ed J. Gordon Title: SEC/TREAS Date: 2/10/92 Telephone: (206) 736-9979

SUGGESTED CROSS-CHECK ARRANGEMENTS: Indicate:
 The parties have not agreed on suggested arrangements for the cross-check.
 The parties have agreed to suggest arrangements for the cross-check, as follows: Location: CITY OF ELMA
Date or preferred days of week: Monday, FEB. 10, 1992 Preferred times of day: 1:00 PM