

STATE OF WASHINGTON

BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the matter of the petition of:

STATE - PATROL

Involving certain employees of:

TEAMSTERS, LOCAL 174

CASE 26014-E-13-3826

DECISION 11953 - PSRA

CERTIFICATION

Cross-check by  
Agreement of Parties

*Abraham Taylor*, Organizer, for the petitioner, Teamsters, Local 174.

*Karl Nagel*, Labor Negotiator, 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 supervisory civil service employees covered by Chapter 41.06 RCW and Chapter 41.80 RCW of the Washington State Patrol in the Commercial Vehicle Enforcement Officer 4 job class, excluding non-supervisors, confidential employees, WMS 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 41.80.070.

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 174

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

Issued at Olympia, Washington, this 10<sup>th</sup> day of December, 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 26014-E-13-3826 Employer State - Patrol

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>4</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>4</u> |
| 4. Valid authorization cards required (Majority of line 3)                        | <u>3</u> |
| 5. Total cards of eligible employees examined                                     | <u>4</u> |
| 6. Cards rejected as invalid  | <u>0</u> |
| 7. Valid cards accepted in support of <u>Teamsters Local 174</u>                  | <u>4</u> |
| 8. The Result of the Cross-Check is:  |          |
| <input type="checkbox"/> Eligibility challenges affect the result                 |          |
| <input checked="" type="checkbox"/> In favor of the organization listed on line 7 |          |
| <input type="checkbox"/> In favor of No Representation                            |          |

Date Issued: Dec. 2, 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](http://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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MARILYN GLENN SAYAN, CHAIRPERSON  
THOMAS W. McLANE, COMMISSIONER  
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MIKE SELLARS, EXECUTIVE DIRECTOR

### RECORD OF SERVICE - ISSUED 12/10/2013

The attached document identified as: **DECISION 11953 - PSRA** 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: /s/ DIANE THOVSEN

CASE NUMBER: 26014-E-13-03826 FILED: 10/15/2013 FILED BY: PARTY 2  
DISPUTE: QCR UNORGANIZED  
BAR UNIT: CODE ENFORCE  
DETAILS: -  
COMMENTS:

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