



4. 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 a bargaining representative, if any; a tally of the results was previously furnished to the parties and is attached hereto; the reserved eligibility issues do not affect the outcome of the question concerning representation; and no meritorious objections have been filed with respect to these proceedings.

CONCLUSIONS OF LAW

1. The unit described in paragraph 3 of the foregoing Findings of Fact is an appropriate unit for the purposes of collective bargaining within the meaning of RCW 41.56.060.
2. All conditions precedent to issuance of an interim certification have been met.

NOW, THEREFORE, it is

CERTIFIED

1. The employees of the above-named employer in the appropriate bargaining unit described in paragraph 3 of the foregoing Findings of Fact have chosen:

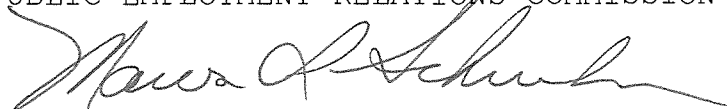
WATERVILLE EDUCATION ASSOCIATION/WEA

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

2. The above-captioned matter is remanded for further proceedings on the eligibility issues reserved as described in paragraph 2 of the foregoing Findings of Fact.

Issued at Olympia, Washington, this 15th day of September, 2003.

PUBLIC EMPLOYMENT RELATIONS COMMISSION

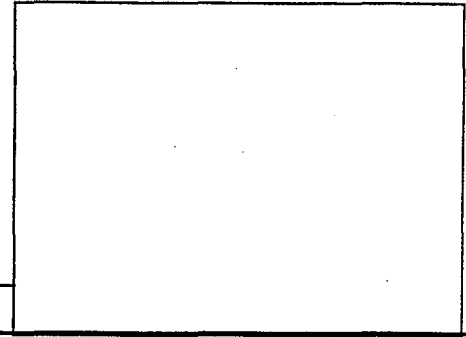


MARVIN L. SCHURKE, Executive Director



**PUBLIC EMPLOYMENT RELATIONS COMMISSION**  
Street: 603 EVERGREEN PLAZA BUILDING - 711 CAPITOL WAY  
Mail: P.O. BOX 40919 OLYMPIA, WASHINGTON 98504-0919  
(360) 753-3444

DO NOT WRITE IN THIS SPACE



### TALLY OF ELECTION BALLOTS

Instructions: See other side of this form.

Applicable Rule: WAC 391-25-550

CASE NUMBER Welle E - 03-2852 EMPLOYER Waterville School District

The Public Employment Relations Commission has tabulated the ballots cast in the election conducted in this case, and certifies that the results of the election are as follows:

- 1. APPROXIMATE NUMBER OF ELIGIBLE VOTERS ..... 22
- 2. VOID BALLOTS ..... 0
- 3. VOTES CAST FOR Waterville Education Assn/WEA ..... 14
- 4. VOTES CAST FOR \_\_\_\_\_ ..... \_\_\_\_\_
- 5. VOTES CAST FOR \_\_\_\_\_ ..... \_\_\_\_\_
- 6. VOTES CAST FOR NO REPRESENTATION ..... 2
- 7. VALID BALLOTS COUNTED (Total of lines 3 through 6) ..... 16
- 8. CHALLENGED BALLOTS CAST ..... 0
- 9. VALID BALLOTS COUNTED PLUS CHALLENGED BALLOTS (Total of lines 7 and 8) ..... 16
- 10. NUMBER OF VALID BALLOTS NEEDED TO DETERMINE ELECTION ..... 9
- 11. CHALLENGED BALLOTS (check one):
  - ARE SUFFICIENT IN NUMBER TO AFFECT THE RESULTS OF THE ELECTION.
  - DO NOT AFFECT THE OUTCOME OF THE ELECTION.
- 12. THE RESULTS OF THE ELECTION APPEAR TO BE (check one):
  - INCONCLUSIVE, SO THAT A RUNOFF ELECTION WILL BE NECESSARY.
  - CONCLUSIVE, FAVORING THE CHOICE LISTED ON LINE 3, ABOVE.

PUBLIC EMPLOYMENT RELATIONS COMMISSION

DATE ISSUED Sept 3, 2003

BY Sally JOHNSON

### ACKNOWLEDGMENT OF OBSERVERS

The undersigned acted as authorized observers for the parties, and acknowledge service of a copy of this tally of ballots.

For the Employer	.....	Title .....	Date .....
For organization listed on Line 3	.....	Title .....	Date .....
For organization listed on Line 4	.....	Title .....	Date .....
For organization listed on Line 5	.....	Title .....	Date .....
For decertification petitioner	.....	Title .....	Date .....