

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 3 is an appropriate unit for the purposes of collective bargaining within the meaning of RCW 41.56.060; and all conditions precedent to a certification have been met.

NOW, THEREFORE, it is

CERTIFIED

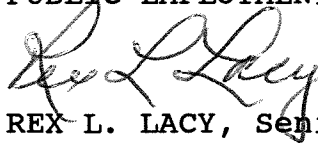
The employees of the above named employer employed in the appropriate collective bargaining unit described in finding of fact number 3 have chosen:

PULLMAN INSTRUCTIONAL ASSISTANTS/WEA

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 28th day of September, 1999.

PUBLIC EMPLOYMENT RELATIONS COMMISSION

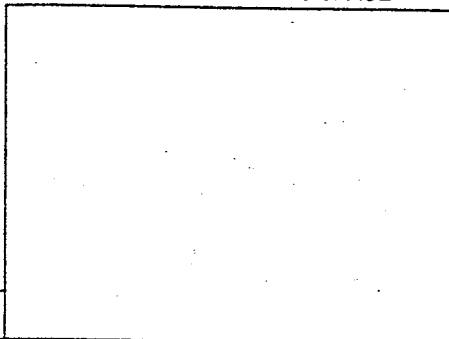


REX L. LACY, Senior Staff Member



PUBLIC EMPLOYMENT RELATIONS COMMISSION
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(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 14557 E-99-2421 EMPLOYER Pullman 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	460
2.	VOID BALLOTS	1
3.	VOTES CAST FOR <u>Pullman Instructional Assistants/WEA</u>	11
4.	VOTES CAST FOR _____	
5.	VOTES CAST FOR _____	
6.	VOTES CAST FOR <u>NO REPRESENTATION</u>	4
7.	VALID BALLOTS COUNTED (Total of lines 3 through 6)	15
8.	CHALLENGED BALLOTS CAST	0
9.	VALID BALLOTS COUNTED PLUS CHALLENGED BALLOTS (Total of lines 7 and 8)	15
10.	NUMBER OF VALID BALLOTS NEEDED TO DETERMINE ELECTION	8

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 June 22, 1999 BY Sally Iverson

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