

STATE OF WASHINGTON

BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the matter of the petition of:)	
)	
WASHINGTON STATE COUNCIL OF)	
COUNTY AND CITY EMPLOYEES)	CASE 17843-E-03-2881
)	
)	DECISION 8299 - PECB
Involving certain employees of:)	
)	INTERIM CERTIFICATION
KITSAP COUNTY)	
)	Representation Election
)	By Agreement of Parties
)	

Bill Keenan, Director of Organizing, appeared on behalf of the petitioner.

Nancy Buonanno Grennan, Labor Relations Manager, appeared on behalf of 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 was accompanied by a showing of interest which was administratively determined by the Commission to be sufficient.
2. Following an investigation conference, the Commission proceeded with determination of the question concerning representation, and issues framed concerning the eligibility of certain employees for inclusion in the bargaining unit were reserved for subsequent determination.
3. These representation proceedings were conducted by the Commission in the bargaining unit described as:

ALL FULL-TIME AND REGULAR PART-TIME EMPLOYEES
OF KITSAP COUNTY COMMUNITY DEVELOPMENT DEPARTMENT,
EXCLUDING SUPERVISORS, CONFIDENTIAL
EMPLOYEES AND ALL OTHER EMPLOYEES.

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:

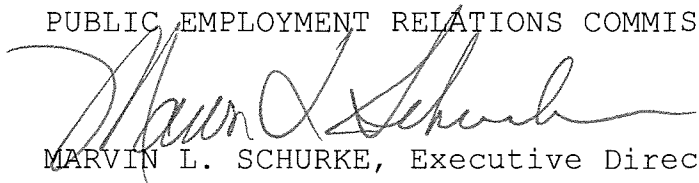
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES

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

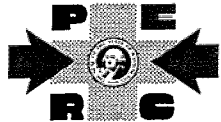
2. The above-captioned matter is remanded for further proceedings on the eligibility issues reserved as described in paragraph 2 of the foregoing Findings of Fact.

Issued at Olympia, Washington, this 20th day of November, 2003.

PUBLIC EMPLOYMENT RELATIONS COMMISSION



MARVIN L. SCHURKE, Executive Director



PUBLIC EMPLOYMENT RELATIONS COMMISSION

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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 17843 E-03-2881 EMPLOYER Kitsap County

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	<u>57</u>
2.	VOID BALLOTS	<u>1</u>
3.	VOTES CAST FOR <u>WSCCE</u>	<u>25</u>
4.	VOTES CAST FOR	
5.	VOTES CAST FOR	
6.	VOTES CAST FOR <u>NO REPRESENTATION</u>	<u>13</u>
7.	VALID BALLOTS COUNTED (Total of lines 3 through 6)	<u>38</u>
8.	CHALLENGED BALLOTS CAST	<u>6</u>
9.	VALID BALLOTS COUNTED PLUS CHALLENGED BALLOTS (Total of lines 7 and 8)	<u>44</u>
10.	NUMBER OF VALID BALLOTS NEEDED TO DETERMINE ELECTION	<u>23</u>
11.	CHALLENGED BALLOTS (check one):	
	<input type="checkbox"/> - ARE SUFFICIENT IN NUMBER TO AFFECT THE RESULTS OF THE ELECTION.	
	<input checked="" type="checkbox"/> - DO NOT AFFECT THE OUTCOME OF THE ELECTION.	
12.	THE RESULTS OF THE ELECTION APPEAR TO BE (check one):	
	<input type="checkbox"/> - INCONCLUSIVE, SO THAT A RUNOFF ELECTION WILL BE NECESSARY.	
	<input checked="" type="checkbox"/> - CONCLUSIVE, FAVORING THE CHOICE LISTED ON LINE <u>3</u> , ABOVE.	

PUBLIC EMPLOYMENT RELATIONS COMMISSION

DATE ISSUED NOV 12, 2003BY Sally Wilson

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