

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:

LAKWOOD POLICE INDEPENDENT GUILD

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

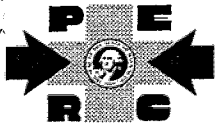
2. The above-captioned matter is remanded for further proceedings on the eligibility issues reserved as described in paragraph 2 of the foregoing Findings of Fact.

Issued at Olympia, Washington, this 28th day of January, 2005.

PUBLIC EMPLOYMENT RELATIONS COMMISSION

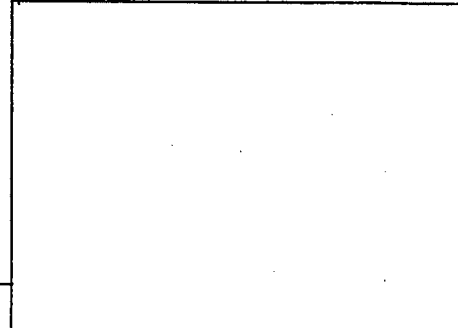


MARVIN L. SCHURKE, Executive Director



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 18914 E-04-2001 EMPLOYER City of Lakewood

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>82</u> |
| 2. | VOID BALLOTS | <u>0</u> |
| 3. | VOTES CAST FOR <u>Lakewood Police Independent Guild</u> | <u>53</u> |
| 4. | VOTES CAST FOR | |
| 5. | VOTES CAST FOR | |
| 6. | VOTES CAST FOR <u>NO REPRESENTATION</u> | <u>0</u> |
| 7. | VALID BALLOTS COUNTED (Total of lines 3 through 6) | <u>53</u> |
| 8. | CHALLENGED BALLOTS CAST | <u>10</u> |
| 9. | VALID BALLOTS COUNTED PLUS CHALLENGED BALLOTS (Total of lines 7 and 8) | <u>63</u> |
| 10. | NUMBER OF VALID BALLOTS NEEDED TO DETERMINE ELECTION | <u>32</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. | |

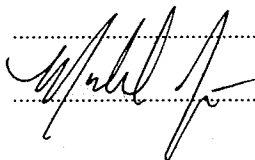
PUBLIC EMPLOYMENT RELATIONS COMMISSION

DATE ISSUED Jan 20, 2005

BY Sally Weison

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 |