

STATE OF WASHINGTON

BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the matter of the petition of:

WATERVILLE ASSOCIATION OF  
SCHOOL MAINTENANCE  
EMPLOYEES

and

WATERVILLE EDUCATION SUPPORT  
PERSONNEL

Involving certain employees of:

WATERVILLE SCHOOL DISTRICT

CASE 127643-E-15

DECISION 12498 - PECB

CERTIFICATION  
Representation Election  
by Agreement of Parties

*Mike O'Konek*, WEA UniServ Representative, for the Waterville Association of School Maintenance Employees and Waterville Education Support Personnel.

*Catherine Nelson*, Superintendent, for the Waterville School District.

FINDINGS OF FACT

1. The Washington Education Association filed with the Public Employment Relations Commission a petition seeking to merge two bargaining units of employees of the Waterville School District. The petition was timely filed and accompanied by a showing of interest administratively determined by the Commission to be sufficient.
2. The merger elections were conducted by the Commission for the Waterville Association of School Maintenance Employees and Waterville Education Support Personnel bargaining units.
3. All proceedings were conducted under the supervision of the Commission in a manner designed to afford the affected employees a free choice and to determine whether a majority of the employees in each bargaining unit were in favor of the merger; 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.

CONCLUSIONS OF LAW

1. The majority of the employees in each election DID NOT vote in favor of the merger, so the merger attempt failed.
2. All conditions precedent to a certification have been met.

NOW, THEREFORE, it is

CERTIFIED

The majority of the employees in the petitioned-for bargaining units of the Waterville School District DID NOT vote in favor of the merger, so the existing bargaining units will remain as separate units within the employer.

Issued at Olympia, Washington, this 9th day of December, 2015.

PUBLIC EMPLOYMENT RELATIONS COMMISSION

  
MICHAEL P. SELLARS, Executive Director



## PUBLIC EMPLOYMENT RELATIONS COMMISSION

112 HENRY STREET NE SUITE 300  
PO BOX 40919  
OLYMPIA, WASHINGTON 98504-0919

MARILYN GLENN SAYAN, CHAIRPERSON  
THOMAS W. McLANE, COMMISSIONER  
MARK E. BRENNAN, COMMISSIONER  
MIKE SELLARS, EXECUTIVE DIRECTOR

### RECORD OF SERVICE - ISSUED 12/9/2015

DECISION 12498 - PECB has been mailed by the Public Employment Relations Commission to the parties and their representatives listed below:

BY: VANESSA SMITH

CASE NUMBER: 127643-E-15

EMPLOYER: WATERVILLE SCHOOL DISTRICT  
ATTN: CATHERINE NELSON  
200 E BIRCH  
PO BOX 490  
WATERVILLE, WA 98858-0490  
rreid@waterville.wednet.edu  
(509) 745-8584

PARTY 2: WATERVILLE ASSOCIATION OF SCHOOL MAINTENANCE  
ATTN: SHARON KELLEY  
PO BOX 233  
WATERVILLE, WA 98858  
skelley@waterville.wednet.edu  
(509) 745-8583

REP BY: MIKE O'KONEK  
WASHINGTON EDUCATION ASSOCIATION  
93 EASTMONT AVE STE 150  
EAST WENATCHEE, WA 98802  
mokonek@washingtonea.org  
(509) 886-0870



STATE OF WASHINGTON  
**PUBLIC EMPLOYMENT RELATIONS COMMISSION**

MICHAEL P. SELLARS, EXECUTIVE DIRECTOR

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November 25, 2015

Catherine Nelson  
Waterville School District  
200 East Birch  
PO Box 490  
Waterville, Washington 98858-0490

Mike O'Konek  
Washington Education Association  
93 Eastmont Avenue, Suite 150  
East Wenatchee, Washington 98802

RE: LETTER REGARDING TALLYS OF ELECTION  
Waterville School District  
Case 127643-E-15  
Filed October 2, 2015

Dear Ms. Nelson and Mr. O'Konek:

The Washington Education Association filed a petition with this agency seeking to merge two existing bargaining units into one unit. Normally, a letter is not included with the tally but due to the circumstances of this case, it is important to the process.

The notices of election issued on October 28, 2015, states that the merger shall be *determined by a majority of those eligible to vote in each election*. This standard is consistent with the unit determination standard found at WAC 391-25-530.

Enclosed are copies of the tallies of election. A majority of the employees in the Maintenance bargaining unit voted in favor of the merger. However, a majority of the employees in the Educational Support bargaining unit did not vote in favor of the merger. While those Educational Support employees who returned ballots voted in favor of the merger, the standard required a majority of those in the entire unit to vote in favor. Because that standard was not reached, the merger attempt failed.

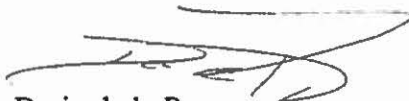


November 25, 2015

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If you have additional questions, please feel free to contact me.

Very truly yours,



Dario de la Rosa  
Representation Case Administrator  
Public Employment Relations Commission  
(360) 570-7328; [Dario.delarosa@perc.wa.gov](mailto:Dario.delarosa@perc.wa.gov)

Enclosures

cc: Sharon Kelley



# TALLY OF ELECTION

## PUBLIC EMPLOYMENT RELATIONS COMMISSION

PO Box 40919, Olympia, WA 98504  
360.570.7300 www.perc.wa.gov

Case Number 127643-E-15

Employer Waterville SD (Education Support)

The Public Employment Relations Commission has conducted an election of ballots cast and certifies the results as follows:

- |     |  |   |           |
|-----|--|---|-----------|
| 1.  | Number of Eligible Voters                            |   | <u>13</u> |
| 2.  | Void Ballots   |   |           |
| 3.  | Votes Cast for                                       | <u>For Merging</u>  | <u>4</u>  |
| 4.  | Votes Cast for                                       | <u>Against Merging</u>  | <u>0</u>  |
| 5.  | Votes Cast for                                       |   |           |
| 6.  | Votes Cast for                                       | <del>NO REPRESENTATION</del>  |           |
| 7.  | Valid Ballots Counted ( Total of lines 3-6)          |   | <u>4</u>  |
| 8.  | Challenged Ballots Cast                              |   | <u>0</u>  |
| 9.  | Total Ballots Cast (Total of lines 7-8)              |   | <u>4</u>  |
| 10. | Number of Valid Ballots Needed to Determine Election |   | <u>7</u>  |
| 11. | Eligibility Challenges:                              | <input type="checkbox"/> Affect the results of the election                   |           |
|     |  | <input checked="" type="checkbox"/> Do not affect the outcome of the election |           |
| 12. | The results are:                                     | <input type="checkbox"/> Undetermined, requiring a run-off election           |           |
|     |  | <input checked="" type="checkbox"/> In favor of line <u>4</u> listed above    |           |

Date Issued: Nov 25, 2015

By: [Signature]

### Acknowledgement of Observers

The undersigned acted as authorized observers for the parties, and acknowledge service of a copy of this tally. Those not present will be mailed a copy.

For Employer	_____	Title	_____	Date	_____
For Line 3	_____	Title	_____	Date	_____
For Line 4	_____	Title	_____	Date	_____
For Line 5	_____	Title	_____	Date	_____
For Decertification	_____	Title	_____	Date	_____



# TALLY OF ELECTION

## PUBLIC EMPLOYMENT RELATIONS COMMISSION

PO Box 40919, Olympia, WA 98504  
360.570.7300 www.perc.wa.gov

Case Number 127643-E-15

Employer Waukeville SD (Maintenance)

The Public Employment Relations Commission has conducted an election of ballots cast and certifies the results as follows:

- 1. Number of Eligible Voters 4
- 2. Void Ballots \_\_\_\_\_
- 3. Votes Cast for For Merging 3
- 4. Votes Cast for Against Merging 0
- 5. Votes Cast for \_\_\_\_\_
- 6. Votes Cast for ~~NO REPRESENTATION~~ \_\_\_\_\_
- 7. Valid Ballots Counted (Total of lines 3-6) 3
- 8. Challenged Ballots Cast 0
- 9. Total Ballots Cast (Total of lines 7-8) 3
- 10. Number of Valid Ballots Needed to Determine Election 3
- 11. Eligibility Challenges:  Affect the results of the election  
 Do not affect the outcome of the election
- 12. The results are:  Undetermined, requiring a run-off election  
 In favor of line 3 listed above

Date Issued: November 25, 2015 By: [Signature]

### Acknowledgement of Observers

The undersigned acted as authorized observers for the parties, and acknowledge service of a copy of this tally. Those not present will be mailed a copy.

For Employer	_____	Title _____	Date _____
For Line 3	_____	Title _____	Date _____
For Line 4	_____	Title _____	Date _____
For Line 5	_____	Title _____	Date _____
For Decertification	_____	Title _____	Date _____