

STATE OF WASHINGTON
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

LYNDEN EDUCATION ASSOCIATION,)
)
 Complainant)
 vs.)
 LYNDEN SCHOOL DISTRICT NO. 504,)
)
 Respondent.)
 _____)

CASE NO. 1088-U-77-141
DECISION AND ORDER NO. 387-EDUC

STATEMENT OF THE CASE

On February 8, 1978, Lynden School District No. 504, herein called Respondent, and Lynden Education Association, herein called Complainant, entered into a Settlement Agreement, in settlement of the case, subject to approval of the Commission, providing for the entry of a consent order by the Commission and a consent judgement by the Superior Court of Thurston County. The Complainant agreed to withdraw the unfair labor practice charge it filed against the Respondent.

The aforesaid Settlement Agreement is hereby approved and made a part of the record herein.

Upon the basis of the aforesaid Settlement Agreement and the entire record in the proceeding, The Commission makes the following:

FINDINGS OF FACT

1. Complainant is a labor organization within the meaning of the Educational Employment Relations Act, RCW 41.59 et. seq., hereinafter referred to as "The Act".
2. Respondent is an educational employer within the meaning of The Act.

ORDER

Upon the basis of the above findings of fact, the Settlement Agreement, and the entire record in the proceeding, and pursuant to RCW 41.59.150, the Public Employment Relations Commission hereby orders that:

The Respondent, Lynden School District No. 504, its officers and agents:

1. Will rescind the individual contracts containing the residency requirement and substitute individual contracts bearing no such requirement.

2. Shall bargain in good faith, upon request with the recognized bargaining agent as required by law.

3. Shall not adopt and/or implement policies or practices which are mandatory subjects of bargaining without first negotiating to agreement or impasse with the Lynden Education Association.

4. Shall post, at each of its schools and in conspicuous places where notices to all employees are usually posted, copies of the notice attached hereto and marked "Appendix" ^{1/}. Such notice shall, after being duly signed by authorized representative of the Respondent, be and remain posted for five (5) days. Reasonable steps shall be taken by the Respondent to ensure that said notices are not altered, defaced or covered by other material.

5. Shall notify the Executive Director of the Commission, in writing, within twenty (20) days following the date of this Order, what steps have been taken to comply herewith.

DATED this 7th day of April, 1978.

PUBLIC EMPLOYMENT RELATIONS COMMISSION

Mary Ellen Krug
MARY ELLEN KRUG, Chairman

Michael H. Beck
MICHAEL H. BECK, Commissioner

Paul A. Roberts
PAUL A. ROBERTS, Commissioner

^{1/} In the event the Commission's Order is enforced by a judgement of the Superior Court for Thurston County, the words in the notice reading "Pursuant to an order of the Public Employment Relations Commission" shall read "Pursuant to a judgement of the Superior Court of Thurston County enforcing an order of the Public Employment Relations Commission."