

STATE OF WASHINGTON

BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

NORTHWEST COLUMBIA EDUCATION ASSOCIATION,)	
)	
Complainant,)	CASE 8255-U-89-1785
)	8664-U-90-1886
vs.)	
)	DECISION 3613 - EDUC
COLUMBIA SCHOOL DISTRICT,)	
)	
Respondent.)	STIPULATED ORDER
)	
)	

The Public Employment Relations Commission has conducted unfair labor practice proceedings at which the pleadings were reviewed and negotiations held between the parties. As a result, by review of the pleadings and stipulation of the parties, the Commission finds that on or about September 20 through 22, 1989, the district violated the Educational Employment Relations Act, Chapter 41.59 Revised Code of Washington. Therefore, the Commission issues the following order:

ORDER

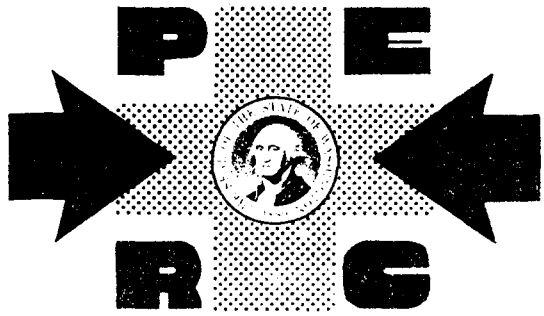
1. The Columbia School District shall not interfere with, restrain, or coerce employees in the exercise of their collective bargaining rights.
2. The Columbia School District shall not discriminate against employees on the basis of their union activity.
3. The parties may use an outside negotiator in bargaining for a two-year cooling off period.

4. The Columbia School District shall take the following affirmative action necessary to effectuate the intent of this order.
- (a) Post, in conspicuous places on the employer's premises where notices to all employees are usually posted, copies of the notice attached hereto. Such notices shall, after being duly signed by an authorized representative of the Columbia School District, be and shall remain posted for 60 days. Reasonable steps shall be taken by the Columbia School District to ensure that such notices are not removed, altered, defaced, or covered by other materials.
 - (b) Notify the Columbia School District, in writing, within 20 days following the date of this order, as to what steps have been taken to comply herewith and at the same time provide the above-named complainant with a signed copy of the notice required by the preceding paragraph.
 - (c) Notify the Executive Director of the Public Employment Relations Commission, in writing, within 20 days following the date of this order, as to what steps have been taken to comply with this order, and at the same time provide the Executive Director with a signed copy of the notice required by the preceding paragraphs.

DATED at Olympia, Washington, on the 19th day of October, 1990.

PUBLIC EMPLOYMENT RELATIONS COMMISSION


KATRINA I. BOEDECKER, Examiner



PUBLIC EMPLOYMENT RELATIONS COMMISSION

NOTICE

THE PUBLIC EMPLOYMENT RELATIONS COMMISSION HAS CONDUCTED UNFAIR LABOR PRACTICE PROCEEDINGS AT WHICH THE PLEADINGS WERE REVIEWED AND NEGOTIATIONS HELD BETWEEN THE PARTIES. AS A RESULT, BY REVIEW OF THE PLEADINGS AND STIPULATION OF THE PARTIES, THE COMMISSION FINDS THAT ON OR ABOUT SEPTEMBER 20 THROUGH 22, 1989, THE DISTRICT VIOLATED THE EDUCATIONAL EMPLOYMENT RELATIONS ACT, CHAPTER 41.59 REVISED CODE OF WASHINGTON.

The Columbia School District shall not interfere with, restrain, or coerce employees in the exercise of their collective bargaining rights.

The Columbia School District shall not discriminate against employees on the basis of their union activity.

The parties may use an outside negotiator in bargaining for a two-year cooling off period.

DATED: _____

COLUMBIA SCHOOL DISTRICT

BY: _____
Authorized Representative

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE.

This notice must remain posted for 60 consecutive days from the date of posting, and must not be altered, defaced, or covered by any other material. Questions concerning this notice or compliance with the order issued by the Commission may be directed to the Public Employment Relations Commission, 603 Evergreen Plaza FJ-61, Olympia, Washington 98504. Telephone: (206) 753-3444.