

STATE OF WASHINGTON

BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the matter of the petition of:

INTERNATIONAL ASSOCIATION OF
FIRE FIGHTERS, LOCAL 5177

Involving certain employees of:

CLALLAM COUNTY FIRE DISTRICT 2

CASE 130639-E-18

DECISION 12889 - PECB

CERTIFICATION

Cross-Check by

Agreement of Parties

Ricky J. Walsh, District 7 Vice President, for the International Association of Fire
Fighters, Local 5177.

Sam Phillips, Fire Chief, for the Clallam County Fire District 2.

FINDINGS OF FACT

1. The International Association of Fire Fighters, Local 5177 filed with the Public Employment Relations Commission a petition concerning representation of employees of the Clallam County Fire District 2. The petition was timely filed and accompanied by a showing of interest administratively determined by the Commission to be sufficient. No other organization is known to claim to represent the employees involved.
2. These representation proceedings were conducted under the supervision of the Commission in the bargaining unit described as:

All uniformed firefighters as defined by RCW 41.26.030 employed by Clallam County Fire District 2, excluding the fire chief, confidential employees, volunteer firefighters, and all other part-time (firefighter) employees.
3. All proceedings were conducted in a manner designed to afford the affected employees a free choice in the selection of a bargaining representative, if any. A confidential cross-check of employer and union documents has been conducted by Commission staff and 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 unit described in finding of fact 2 is an appropriate unit for the purpose of collective bargaining within the meaning of RCW 41.56.060.
2. All conditions precedent to a certification have been met.

CERTIFICATION

The employees of the Clallam County Fire District 2 in the appropriate bargaining unit described in finding of fact 2 have chosen

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 5177

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

ISSUED at Olympia, Washington, this 12th day of July, 2018.

PUBLIC EMPLOYMENT RELATIONS COMMISSION



MICHAEL P. SELLARS, Executive Director



TALLY OF CROSS-CHECK
PUBLIC EMPLOYMENT RELATIONS COMMISSION
PO Box 40919, Olympia, WA 98504
360.570.7300 | www.perc.wa.gov

Case Number 130639-E-18 (non-supervisory fire-fighters) Employer Clallam County Fire District 2

The Public Employment Relations Commission has conducted a confidential cross-check under WAC 391-25-410 and certifies the results as follows:

- 1. Employees eligible to be in the bargaining unit 6
2. Employees whose inclusion in the unit is challenged 0
3. Total employees to be considered (Total of Lines 1 and 2) 6
4. Valid authorization cards required (Majority of Line 3) 4
5. Total cards of eligible employees examined 6
6. Cards rejected as invalid 1
7. Valid cards accepted in support of IAFF Local 5177 5

- 8. The Result of the Cross-Check is:
[] Eligibility challenges affect the result
[X] In favor of the organization listed on line 7
[] In favor of No Representation

Date Issued July 3, 2018 By: [Signature]

TALLY OF CROSS-CHECK

APPLICABLE RULES: The Public Employment Relations Commission (PERC) processes representation elections under Chapters 10-08, 391-08 and 391-25 WAC. Rules are available at www.perc.wa.gov or 360.570.7300.

What is a cross-check?

A cross-check is a verification of signatures on authorization cards compared with signatures on employee records supplied by the employer.

Upon verification that the majority of the employees in the bargaining unit signed cards in favor of representation, the petitioning union will be certified as representative; otherwise No Representation will be certified.

When can a cross-check occur?

A cross-check may be directed when a petition is supported by authorization cards from more than:

- 50% of state civil service employees in the proposed bargaining unit; or
- 70% of employees in the proposed bargaining unit under all other statutes.

What is an eligibility challenge and how does it affect the tally?

When there is a question regarding an employee's eligibility to be included in a bargaining unit, that employee's authorization card is not verified against the signatures provided by the employer.

How are challenges resolved?

Challenges are resolved by a formal hearing to determine an employee's eligibility in the bargaining unit.

When are cards rejected as invalid?

If the signature of the card supporting the petition does not clearly match the signature on the records provided by the employer, the card is rejected as invalid.

For what reasons may objections be filed?

Objections may be filed for specific conduct that has improperly affected the results of the cross-check.

When are objections due?

Objections are due within seven days after the tally has been issued. See WAC 391-25-590 for more information.

When is a certification issued?

- Provided no objections are filed and challenges do not affect the outcome of the cross-check, the tally results will be certified eight days after the tally is issued.
- When challenges affect the outcome of the cross-check, the certification will be issued after the challenges are resolved.





PUBLIC EMPLOYMENT RELATIONS COMMISSION

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MIKE SELLARS, EXECUTIVE DIRECTOR

RECORD OF SERVICE - ISSUED 07/12/2018

DECISION 12889 - PECB has been mailed by the Public Employment Relations Commission to the parties and their representatives listed below:

BY: AMY RIGGS

CASE NUMBER: 130639-E-18

EMPLOYER: CLALLAM COUNTY FIRE DISTRICT 2

REP BY: SAM PHILLIPS
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360.457.2550

PARTY 2: IAFF LOCAL 5177

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