

STATE OF WASHINGTON

BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the matter of the petition of:

WASHINGTON ASSOCIATION OF FISH
AND WILDLIFE PROFESSIONALS

Involving certain employees of:

STATE – FISH AND WILDLIFE

CASE 130786-E-18

DECISION 12929 - PECB

CERTIFICATION
Representation Election
by Agreement of Parties

Sheila Smith, President, for the Washington Association of Fish and Wildlife Professionals.

Scott Lyders, Labor Negotiator, for the Washington State Department of Fish and Wildlife.

FINDINGS OF FACT

1. The Washington Association of Fish and Wildlife Professionals filed with the Public Employment Relations Commission a petition concerning representation of the Communications Consultant 4 at the Washington State Department of Fish and Wildlife. 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. The existing bargaining unit represented by the Washington Association of Fish and Wildlife Professionals is described as:

All nonsupervisory civil service employees covered by Chapter 41.06 RCW and Chapter 41.80 RCW who are employed by the Department of Fish and Wildlife and who are engaged in fish, wildlife and habitat sciences, and resource management activities, including information technology positions that gather, interpret, and analyze biological and resource management data, excluding confidential employees, supervisors, internal auditor, Washington Management Services employees, Wildlife Area Managers and Assistant Managers, Natural Resource Workers, Maintenance Mechanics, employees in other bargaining units, and all other employees.

3. All proceedings were conducted under the supervision of the Commission in a manner designed to afford the affected employees a free choice in the selection of whether they

wished to be represented by the Washington Association of Fish and Wildlife Professionals in its existing bargaining unit. An election 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.

4. The existing bargaining unit represented by the Washington Association of Fish and Wildlife Professionals shall be modified to include the Communications Consultant 4 for a bargaining unit described as:

All nonsupervisory civil service employees covered by Chapter 41.06 RCW and Chapter 41.80 RCW who are employed by the Department of Fish and Wildlife and who are engaged in fish, wildlife and habitat sciences, and resource management activities, including information technology positions that gather, interpret, and analyze biological and resource management data, excluding confidential employees, supervisors, internal auditor, Washington Management Services employees, Wildlife Area Managers and Assistant Managers, Natural Resource Workers, Maintenance Mechanics, employees in other bargaining units, and all other employees.

CONCLUSIONS OF LAW

1. The unit described in finding of fact 4 is an appropriate unit for the purpose of collective bargaining within the meaning of RCW 41.80.070.
2. All conditions precedent to a certification have been met.

CERTIFICATION

The Communications Consultant 4 at the Washington State Department of Fish and Wildlife have chosen

WASHINGTON ASSOCIATION OF FISH AND WILDLIFE PROFESSIONALS

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

ISSUED at Olympia, Washington, this 29th day of October, 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 130786-E-18 (Communications Consultant 4) Employer State - Fish and Wildlife

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	<u>1</u>
2. Employees whose inclusion in the unit is challenged	<u>0</u>
3. Total employees to be considered (Total of Lines 1 and 2)	<u>1</u>
4. Valid authorization cards required (Majority of Line 3)	<u>1</u>
5. Total cards of eligible employees examined	<u>1</u>
6. Cards rejected as invalid	<u>0</u>
7. Valid cards accepted in support of	<u>1</u>
	<u>WA Association of Fish and Wildlife Professionals</u>

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

Date Issued October 15, 2018 By: 



RECORD OF SERVICE

ISSUED ON 10/29/2018

DECISION 12929 - PECB has been served by mail and electronically by the Public Employment Relations Commission to the parties and their representatives listed below.

BY: DEBBIE BATES

CASE 130786-E-18

EMPLOYER: STATE - FISH AND WILDLIFE

REP BY: FRANKLIN PLAISTOWE
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