

STATE OF WASHINGTON

BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the matter of the petition of:

INTERNATIONAL ASSOCIATION OF  
FIRE FIGHTERS LOCAL 3825

Involving certain employees of:

SOUTH THURSTON FIRE & EMS

CASE 131944-E-19

DECISION 13070 - PECB

CERTIFICATION

Cross-Check by

Agreement of Parties

*Ryan Reese*, 5th District Representative, Washington State Council of Fire Fighters,  
for the International Association of Fire Fighters Local 3825.

*Andrew Schaffran*, Fire Chief, for the South Thurston Fire & EMS.

FINDINGS OF FACT

1. The International Association of Fire Fighters Local 3825 filed with the Public Employment Relations Commission a petition concerning representation of employees of the South Thurston Fire & EMS. 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 full-time nonsupervisory uniformed employees as defined in RCW 41.26.030 employed by South Thurston Fire & EMS, excluding the fire chief, division chiefs, assistant chiefs, confidential employees, and all other 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 South Thurston Fire & EMS in the appropriate bargaining unit described in finding of fact 2 have chosen

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 3825

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

ISSUED at Olympia, Washington, this 19th day of September, 2019.

PUBLIC EMPLOYMENT RELATIONS COMMISSION



MICHAEL P. SELLARS, Executive Director



# TALLY OF CARD CHECK

ISSUED ON 09/10/2019

Case Number 131944-E-19 (Fire Fighters) Employer South Thurston Fire & EMS

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

1. Employees eligible to be in the bargaining unit	<u>6</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>6</u>
4. Valid authorization cards required (Majority of Line 3)	<u>4</u>
5. Total cards of eligible employees examined	<u>5</u>
6. Cards rejected as invalid	<u>1</u>
7. Valid cards accepted in support of <u>IAFF Local 3825</u>	<u>4</u>

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

Date Issued September 10, 2019

By: 



# RECORD OF SERVICE

---

ISSUED ON 09/19/2019

DECISION 13070 - PECB has been served by mail and electronically by the Public Employment Relations Commission to the parties and their representatives listed below.

BY: AMY RIGGS

CASE 131944-E-19

EMPLOYER: SOUTH THURSTON FIRE & EMS

REP BY: ANDREW SCHAFFFRAN  
SOUTH THURSTON FIRE & EMS  
PO BOX 4010  
TENINO, WA 98589  
andrewschafffran@tcf12.org

PARTY 2: IAFF LOCAL 3825

REP BY: CHARLES JONES  
IAFF LOCAL 3825  
PO BOX 6480  
OLYMPIA, WA 98507-6480  
cjones3825@gmail.com

RYAN REESE  
WASHINGTON STATE COUNCIL OF FIRE FIGHTERS  
12512 NW 49TH AVE  
VANCOUVER, WA 98685  
ryanr49@comcast.net