

STATE OF WASHINGTON

BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the matter of the petition of:

TEAMSTERS LOCAL 252

For clarification of an existing bargaining unit
of employees of:

CITY OF HOQUIAM

CASE 142931-C-25

DECISION 14117 - PECB

CORRECTED ORDER AMENDING
CERTIFICATION

Dane Bonnell, Business Agent, for Teamsters Local 252.

Brian Shay, City Administrator, for the City of Hoquiam.

On April 1, 2025, Teamsters Local 252 (Teamsters) filed a unit clarification petition seeking an affiliation involving employees of the City of Hoquiam (employer) currently represented by Hoquiam Police Officers' Association (Association). Teamsters met the necessary requirements for affiliation and the certification will be amended.

The Association currently represents a bargaining unit of commissioned employees currently described as "All full-time and regular part-time commissioned employees of the City of Hoquiam police department up to the rank of sergeant, excluding supervisors, confidential employees, noncommissioned employees, and all other employees." The Association and employer are parties to a collective bargaining agreement that expires on December 31, 2025.

Teamsters provided evidence demonstrating that the Association's unit members affirmatively voted for the affiliation. The employer does not oppose the affiliation.

ANALYSIS*Applicable Legal Standard*

Affiliation occurs when either two or more local unions merge to form one larger union or when a small local union merges into a larger national or international union. In order for an affiliation to be successful, the petitioning labor organization must satisfy due process concerns by providing evidence or documentation that the employees are in favor of the affiliation. The petitioner must also demonstrate that continuity exists between the pre- and post- affiliation unions.

Due process may be satisfied through a vote of the bargaining unit's membership. *Skagit Valley Hospital*, Decision 2509-A (PECB, 1987), *aff'd*, *Skagit Valley Hospital v. Public Employment Relations Commission*, 55 Wn. App. 348 (1989). The employees in the bargaining unit or units must be provided notice of the affiliation election, given an opportunity to discuss the matter, and allowed to exercise their choice in a manner with reasonable precautions to maintain ballot secrecy. This agency will not reject a request for union affiliation where all affected employees have been provided an opportunity to vote.

The primary method for demonstrating continuity is to show that the union officers of the pre-affiliation union still maintain a certain level of authority over local matters. This includes the right to elect local officers and the right of bargaining unit employees to participate in collective bargaining. A lack of continuity will exist if the organizational changes to the union have been so extensive that a certified bargaining representative has been displaced by a wholly different organization. *Skagit Valley Hospital*, Decision 2509-A. If the existing union and employer are parties to a collective bargaining agreement, then the new parent organization must honor that agreement until its expiration. A successful affiliation vote may be overturned due to a lack of "continuity" between the pre- and post- affiliation unions. An affiliation vote may also be overturned if other, more traditional evidence exists that the successor organization lacks majority support. *Skagit Valley Hospital*, Decision 2509-A.

Application of Standard

The petition seeks to affiliate the Association into Teamsters. Teamsters provided a statement demonstrating that the bargaining unit employees were permitted an opportunity to vote on whether the employees represented by the guild wanted to affiliate with Teamsters. After the affiliation, the scope of the bargaining unit remains unchanged, the leadership structure in existence at the guild remains intact, and any negotiated agreements remain in effect. Because it readily appears that the due process and continuity requirements have been satisfied, the existing certifications are amended.

FINDINGS OF FACT

1. The City of Hoquiam (employer) is a public employer within the meaning of RCW 41.56.030(12).
2. Teamsters Local 252 (Teamsters) is a bargaining representative within the meaning of RCW 41.56.030(2).
3. The Hoquiam Police Officers' Association (Association) is a bargaining representative within the meaning of RCW 41.56.030(2).
4. The Association currently represents a bargaining unit of commissioned employees currently described as "All full-time and regular part-time commissioned employees of the City of Hoquiam police department up to the rank of sergeant, excluding supervisors, confidential employees, noncommissioned employees, and all other employees."
5. On April 1, 2024, Teamsters filed a unit clarification petition seeking an affiliation involving employees described in finding of fact 4.
6. Accompanying Teamsters' petition was evidence demonstrating that the employees were provided an opportunity to vote on whether or not to affiliate and merge the guild into Teamsters, and evidence demonstrating that the employees affirmatively voted for the affiliation and merger.

CONCLUSIONS OF LAW

1. The Public Employment Relations Commission has jurisdiction in this matter pursuant to chapter 41.56 RCW.
2. Based upon findings of fact 5 and 6, the Association provided due process to employees in allowing them to vote on whether or not to affiliate with Teamsters.
3. Based upon finding of fact 6, the Association has affiliated with Teamsters.

ORDER

The Hoquiam Police Officers' Association is now an affiliate of Teamsters Local 252.

ISSUED at Olympia, Washington, this 22nd day of May, 2025.

PUBLIC EMPLOYMENT RELATIONS COMMISSION

A handwritten signature in black ink, appearing to read 'M. Sellars', is written over the printed name of the Executive Director.

MICHAEL P. SELLARS, Executive Director

This order will be the final order of the agency unless a notice of appeal is filed with the Commission under WAC 391-35-210.



RECORD OF SERVICE

ISSUED ON 5/22/2025

CORRECTED DECISION 14117 - PECB has been served electronically by the Public Employment Relations Commission to the parties and their representatives listed below. If no email address was provided, a paper copy was sent to the mailing address.

BY: DEBBIE BATES

CASE 142931-C-25

EMPLOYER: CITY OF HOQUIAM

REP BY: BRIAN SHAY
CITY OF HOQUIAM
609 8TH ST
HOQUIAM, WA 98550
BSHAY@CITYOFHOQUIAM.COM

PARTY 2: TEAMSTERS LOCAL 252

REP BY: DANE BONNELL
TEAMSTERS LOCAL 252
217 E MAIN ST
CENTRALIA, WA 98531
DANE252@TEAMSTERS252.ORG

PARTY 3: HOQUIAM POLICE ASSOCIATION

REP BY: JERAD SPAUR
HOQUIAM POLICE ASSOCIATION
215 10TH ST
HOQUIAM, WA 98550-2526
JSPAUR91@GMAIL.COM