

STATE OF WASHINGTON

BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the matter of the petition of:

WASHINGTON FEDERATION OF STATE
EMPLOYEES

Involving certain employees of:

WASHINGTON STATE DEPARTMENT OF
CORRECTIONS

CASE 142100-E-25

DECISION 14124 - PSRA

CERTIFICATION

Self-Determination by Card Check

Herb Harris, Manager of PERC Activities, for the Washington Federation of State Employees.

Jeff Duncan, Labor Negotiator, Office of Financial Management, for the Washington State Department of Corrections.

FINDINGS OF FACT

1. The Washington Federation of State Employees filed a representation petition concerning the Human Resource Consultant 4's in the Training and Development Unit at the Washington State Department of Corrections. The Public Employment Relations Commission (PERC) determined the petition was timely filed and accompanied by a sufficient showing of interest. No other organization claimed to represent the employees involved.
2. The existing bargaining unit, last certified in *State – Corrections*, Decision 11448 (PSRA, 2012) and amended in *Washington State Department of Corrections*, Decision 13970 (PSRA, 2024), represented by the Washington Federation of State Employees is described as follows:

All non-supervisory civil service employees of the Washington State Department of Corrections performing community corrections functions, excluding confidential employees, internal auditors, supervisors, Washington Management Service employees (on and after July 1, 2004) employees in other bargaining units and employees historically excluded from the unit by orders of the Washington Personnel Board or its predecessors.

3. Because the more than 50 percent showing of interest threshold was met, PERC conducted card check proceedings. The employees were given a free choice in the proceedings. The tally of results was provided to the parties. No meritorious election objections were filed.
4. The existing bargaining unit represented by the Washington Federation of State Employees shall be modified to include the Human Resource Consultant 4's in the Training and Development Unit for a bargaining unit described as follows:

All non-supervisory civil service employees of the Washington State Department of Corrections performing community corrections functions, excluding confidential employees, internal auditors, supervisors, Washington Management Service employees (on and after July 1, 2004) employees in other bargaining units and employees historically excluded from the unit by orders of the Washington Personnel Board or its predecessors.

CONCLUSIONS OF LAW

1. The unit described in finding of fact 4 is an appropriate unit within the meaning of RCW 41.80.070.
2. Representation proceedings were conducted in accordance with RCW 41.80.135 and chapter 391-25 WAC.

CERTIFICATION

Washington State Department of Corrections Human Resource Consultant 4's in the Training and Development Unit employees in the bargaining unit described in finding of fact 4 have chosen

WASHINGTON FEDERATION OF STATE EMPLOYEES

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

ISSUED at Olympia, Washington, this 2nd day of June, 2025.

PUBLIC EMPLOYMENT RELATIONS COMMISSION



MICHAEL P. SELLARS, Executive Director



RECORD OF SERVICE

ISSUED ON 6/02/2025

DECISION 14124 - PSRA 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 142100-E-25

EMPLOYER: WASHINGTON STATE DEPARTMENT OF CORRECTIONS

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