

STATE OF WASHINGTON

BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the matter of the petition of:

SERVICE EMPLOYEES INTERNATIONAL  
UNION LOCAL 925

Involving certain employees of:

UNIVERSITY OF WASHINGTON

CASE 139166-E-24

DECISION 14159 - PECB

INTERIM CERTIFICATION  
by Election

*Jacob Metzger*, Attorney at Law, Douglas Drachler McKee & Gilbrough LLP, for  
the Service Employees International Union Local 925.

*Jennifer Mallahan*, Labor Relations Negotiator, for the University of Washington.

FINDINGS OF FACT

1. The Service Employees International Union Local 925 filed a representation petition concerning employees of the University of Washington. 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 bargaining unit is described as follows:

All full-time and regular part-time employees exempt from chapter 41.06 RCW of the University of Washington performing advising work (including the following responsibilities which may occur through advising appointments, asynchronous communication, or in group settings, among other modalities: Academic Planning and Course Selection, Student Recruitment and Admissions, Career Development Counseling, Funding and Financial Aid Counseling, International Student and Study Abroad Advising, Accommodation Advising, Student Identify Development and Support Counseling, Student Organization Counseling, as well as secondary responsibilities that may accompany any primary responsibilities), excluding advisors at the Foster Business School, Intercollegiate Athletics, the Continuum College, the Office of the Registrar, civil service employees

covered by chapter 41.06 RCW and chapter 41.80 RCW performing advising work, faculty covered by chapter 41.76 RCW performing advising work, supervisors, confidential employees, employees performing advising work who are exempt under RCW 41.56.021(1), and all other employees.

3. PERC conducted an investigation conference where the parties disagreed about the eligibility of certain employees to be included in the bargaining unit. PERC determined that the eligibility issues would be resolved following the election.
4. PERC conducted election proceedings. The employees were given a free choice in the proceedings. The tally of results was provided to the parties and the eligibility issues do not affect the outcome of the election. No meritorious election objections were filed.

#### CONCLUSIONS OF LAW

1. The unit described in finding of fact 2 is an appropriate unit within the meaning of RCW 41.56.060.
2. Representation proceedings were conducted in accordance with RCW 41.56.070 and chapter 391-25 WAC.

#### CERTIFICATION

1. University of Washington employees in the bargaining unit described in finding of fact 2 have chosen

SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925

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

2. This case is remanded for further proceedings on the eligibility issues described in finding of fact 3.

ISSUED at Olympia, Washington, this 11th day of July, 2025.

PUBLIC EMPLOYMENT RELATIONS COMMISSION



MICHAEL P. SELLARS, Executive Director



# RECORD OF SERVICE

ISSUED ON 7/11/2025

DECISION 14159 - 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 139166-E-24

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