



**PUBLIC EMPLOYMENT RELATIONS COMMISSION**  
 P. O. Box 40919, Olympia, Washington 98504-0919 (360) 570-7300

# NOTICE

A petition has been filed with the PUBLIC EMPLOYMENT RELATIONS COMMISSION (PERC), asking PERC to determine whether certain employees want to be represented by an organization for the purposes of collective bargaining. A copy of the petition is attached.

PERC IS A STATE AGENCY. Under state law, PERC is responsible for the impartial administration of certain state collective bargaining statutes. PERC does not endorse any choice in the proceedings.

**Labor or employee organizations which may claim to represent any of the employees involved should promptly contact PERC to intervene in the proceedings. The period for intervention is limited under PERC rules.**

Posting of this notice is required by a PERC rule, to inform employees of their rights under law.

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| EMPLOYEE<br>RIGHTS<br>UNDER<br>STATE LAW | <ul style="list-style-type: none"> <li>* To self-organization.</li> <li>* To form, join or assist labor or employee organizations.</li> <li>* To bargain collectively through representatives of their own choice.</li> <li>* To refuse to pay dues or agency fees to a union unless the union selected by a majority of the employees in a bargaining unit and the employer agree to union security provisions in a collective bargaining agreement.</li> </ul> |
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State law and PERC rules are designed to protect employees in the free exercise of their rights. Examples of improper conduct include:

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| TYPES<br>OF<br>IMPROPER<br>CONDUCT | <ul style="list-style-type: none"> <li>* Threats of loss of jobs or benefits, or threats of physical force or violence, made by an employer or union to influence an employee's choice concerning union representation.</li> <li>* Discharge of an employee to discourage or encourage union activity, or a union causing an employee to be fired to discourage or encourage union activity.</li> <li>* Promising or granting changes of employee wages, hours or working conditions while the petition is pending before the Commission.</li> <li>* Mis-statements of important facts by an employer or union, where the other party does not have a fair chance to reply.</li> <li>* Making campaign speeches to assembled groups of employees on the employer's time within 24 hours prior to the opening of the polls for on-site elections, or within 24 hours before the issuance of ballots in a mail ballot election, and continuing through the tally of ballots.</li> <li>* Suggesting or implying that the Commission or its procedures favor any choice to be made by employees concerning union representation.</li> </ul> |
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All parties must comply with the law. Improper conduct may result in setting aside an election or other appropriate remedies, including reinstatement and back pay for employees fired from their jobs.

The Commission will honor a valid revocation of authorization cards for the purposes of a cross-check. (WAC 391-25-410)

**For further information, contact PERC's Representation Case Administrator at (360) 570-7328.**

**THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE.**