



TALLY OF CROSS-CHECK

PUBLIC EMPLOYMENT RELATIONS COMMISSION
PO Box 40919, Olympia, WA 98504
360.570.7300 | www.perc.wa.gov

Case Number 131233-E-19 Employer Washington State University

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

- | | | |
|--|---|-----------|
| 1. Employees eligible to be in the bargaining unit | | <u>12</u> |
| 2. Employees whose inclusion in the unit is challenged | | <u>1</u> |
| 3. Total employees to be considered (Total of Lines 1 and 2) | | <u>13</u> |
| 4. Valid authorization cards required (Majority of Line 3) | | <u>7</u> |
| 5. Total cards of eligible employees examined | | <u>10</u> |
| 6. Cards rejected as invalid | | <u>0</u> |
| 7. Valid cards accepted in support of | <u>International Union of Operating Engineers Local 280</u> | <u>10</u> |
| 8. The Result of the Cross-Check is: | <input type="checkbox"/> Eligibility challenges affect the result | |
| | <input checked="" type="checkbox"/> In favor of the organization listed on line 7 | |
| | <input type="checkbox"/> In favor of No Representation | |

Date Issued March 13, 2019 By: Emily K. Whitney

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APPLICABLE RULES: The Public Employment Relations Commission (PERC) processes representation elections under Chapters [10-08](#), [391-08](#) and [391-25](#) WAC. Rules are available at www.perc.wa.gov or 360.570.7300.

What is a cross-check?

A cross-check is a verification of signatures on authorization cards compared with signatures on employee records supplied by the employer.

Upon verification that the majority of the employees in the bargaining unit signed cards in favor of representation, the petitioning union will be certified as representative; otherwise No Representation will be certified.

When can a cross-check occur?

A cross-check may be directed when a petition is supported by authorization cards from more than:

- 50% of state civil service employees in the proposed bargaining unit; or
- 70% of employees in the proposed bargaining unit under all other statutes.

What is an eligibility challenge and how does it affect the tally?

When there is a question regarding an employee's eligibility to be included in a bargaining unit, that employee's authorization card is not verified against the signatures provided by the employer.

How are challenges resolved?

Challenges are resolved by a formal hearing to determine an employee's eligibility in the bargaining unit.

When are cards rejected as invalid?

If the signature of the card supporting the petition does not clearly match the signature on the records provided by the employer, the card is rejected as invalid.

For what reasons may objections be filed?

Objections may be filed for specific conduct that has improperly affected the results of the cross-check.

When are objections due?

Objections are due within seven days after the tally has been issued. See WAC 391-25-590 for more information.

When is a certification issued?

- Provided no objections are filed and challenges do not affect the outcome of the cross-check, the tally results will be certified eight days after the tally is issued.
- When challenges affect the outcome of the cross-check, the certification will be issued after the challenges are resolved.

