



STATE OF WASHINGTON
PUBLIC EMPLOYMENT RELATIONS COMMISSION

MICHAEL P. SELLARS, EXECUTIVE DIRECTOR

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November 4, 2024

Investigation Statement

Case 137583-E-24; Washington State University
Postdoctoral Employee Bargaining Unit

An investigation was held by email to obtain stipulations from the following participants:

Amy Bowles, for the petitioner, UAW Local 4121.
Kendra Hsieh, for the employer, Washington State University.
Emily K. Whitney, for the Commission.

1. The parties stipulated to the following during the course of the conference:
 - a. The Public Employment Relations Commission (PERC) has jurisdiction in this matter under chapter 41.56 RCW.
 - b. The petitioner, Postdocs United/International Union United Automobile, Aerospace and Agricultural Implement Workers of America, is a qualified bargaining representative under RCW 41.56.030(2).
 - c. The representation petition was timely filed on September 18, 2023.
 - d. The parties agree that there are no unfair labor practice charges that would block the representation petition.
 - e. The bargaining unit description is as follows:

All postdoctoral employees as defined by RCW 41.56.513 employed by Washington State University, excluding supervisors, confidential employees, employees covered by chapter 41.76 RCW, and all other employees.
 - f. The employer prepared the list of eligible employees. The correct list is dated September 16, 2024. The list of eligible employees is included below. To be an eligible voter, an employee must have been employed in the bargaining unit on November 4, 2024, and must remain an employee on the date of the tally.

2. PERC will conduct a card check. PERC will send an election notice for posting on the employer's premises. The employer will provide records containing the employees' signatures. The signatures on those records are compared with the signatures on the showing of interest cards. Each matching signature is a vote in support of representation. No ballots are sent to employees.

An employee can withdraw their showing of interest card on or before **November 12, 2024**.

The employer must provide PERC employment records with employees' names and signatures no later than **November 12, 2024**. The card check will occur no sooner than **November 13, 2024**.

3. The following matters remain in dispute between the parties:

The employer asserts that employees in the following classifications: Research Associates, Clinical Residents, Contingent Workers, Academic Affiliates, and individuals not employed by non-university entities are not postdoctoral employees and should be excluded from the bargaining unit. The current list of challenged employees includes: Seham H.M. Hendawy, Contessa Ricci, Sammuell Shahzad, Aiden Nguyen, Brad Dimos, Rahmani Shavzad, Mohammadamin Vahidi Ghazvini, Kristopher Smith, Sara Westbrook. The identified challenged employees may need to be updated prior to hearing. PERC will make a determination on the disputed issue through proceedings held after the card check.

Any objections to this statement must be filed with PERC, in writing, within 10 days following the date of this letter, and a copy must be served on all parties. This statement reflects the parties' binding stipulations and will not be modified unless good cause is shown.

PUBLIC EMPLOYMENT RELATIONS COMMISSION

By: Emily K. Whitney
EMILY K. WHITNEY, Representation Administrator

LIST OF ELIGIBLE EMPLOYEES

Adnan Faraj Saad Mayof
Alexandra Johnson
Alycia R. Bean
Amany Hasan
Amit Kumar Kesharwani
Anna Kyslynska
Anu Rani
Aqib Iqbal Dar
Arild Ranlym Arifin
Arjun Upadhaya
Asmaa Hamed Ahmed Mahmoud
Basavaraj Rajkumar Amogi
Behnam Bozorgmehr
Bhabesh Borphukan
Bing Liu
Bruno Carra
Bruno Patricio Costa
Caiqi Wang
Charles Obiero
Chelsea Abegg
Christian Emery Brown
Christopher John Cook
Clayton Louis Bailes
Cynthia Kavulani Onzere
Dale Tempe Clement
Daniel Scott Auerbach
Diego Rincon
Dr Aina Baro Sabe
Dylan Joseph Beal
Edem Avemegah
Emily Frances Klarquist
Emily Leickly
Erin Oliver
Fabio Vale Scarpore
Firdoos Ahmad Gogry
FNU Chandra Dev
FNU Shiva
Givemore Munashe Makonya
Golam Saroare Shakil
Gwyneth Manser
Hanna Louise Delgado
Hao Xu
Hatice Sari
Himani Malik
Hira Kamal
Hira Shakoor (Hira Shakoor)
Hnin Phyu Lwin
Hossein Noorazar
Hui Min Olivia Oung
Huiting Zhang
Hyunwoo Kang
Janaina Capelli Peixoto
Jennifer J Heppner
Jing Geng
Jing Yu
Jinlong Zhang
John Anthony Hadish
John Richard Finkelberg
Jose Maria Garcia Carrasco
Joseph Michael Hulbert
Judith Kay Marshall
Juliana Krystina Garcia
Jyoti Kashyap
Katelin Anne Swanson
Kaviraj Singh
Kayla Earls
Kitana M Kaiphanliam
Kyle Yoshida
Lin Shao
Lina Pilar Martinez Valencia
Linqian Han
Loick Christ
Luigi M Peracchi
Luis Alberto Reyes Rojas
Lulu Ren
Mahmoud Gargouri
Mahmuda Islam
Malgorzata Krysiak
Malin Christian John Dixon Wilkins
Manish Chauhan
Marc Andreas Beer
Marcella Alves Teixeira

Marissa Diaz
Matthew A Yourek
Md Hazzaz Bin Kabir
Melissa Kay Driessnack
Melissa Lynn Holahan
Miguel Rene Mogollon Lancheros
Mingxin Shi
Mingyao Yang
Mohammad Maksudur Rahman
Mr Adeniyi Olufemi Adesina
Muhammad Khusairy Bin Bakri
Muhammad Usman Khan
Muluken Enyew
Nataliya Shcherbatyuk
Nicolas Bergmann
Nina Alyssa Barroga
Nolan Scheible
Ousseini Issaka Salia
Owusu Fordjour Aidoo
Pardeep Pankaj
Pedro de Oliveira Viadanna
Philip Layton Ashmore
Poonam Chaudhary
Poppy May Gardiner
Prasad Parchuri
Qingyan Meng
Qiuping Peng
Rachel Cameron Van Court
Rahele Panahabadi
Raissa Fon Na-ah
Ramya Chandar Charles M
Renan Uhdre
Riley Morgan Anderson
Ritwik Rakshit
Roberta Koku
Rosbelys Geraldine Diverres Naranjo
Rubikah Vimonish
Ryan William Kuesel
Sabrina Volponi
Safal Kshetri
Salik Khanal
Scott Wesley Carle
Shahbaz Ahmed
Shamily Patibandla
Shaun James Clare
Shaun Sutton
Shelby Dawn Samartino
Shuaishuai Ma
Shuang Wang
Shubhankar Sircar (Shubhankar Sircar)
Shweta Suri
Smitha Sivapragasam
Sohrab Haghghi Mood
Song Gu
Sukanya Bhoumik
Sushanta Deb
Tajbir Raihan
Taras Nazarov
Taylor Reams
Tetyana Smertenko
Thomas Gooding
Valentin Leannec-Rialland
Wangcheng Liu
Wei Wang
Weili Yuan
Wenda Hu
William Jacob Pitt
Wilson Allarick Craine
Xiaoyu Bai
Xu Zhou
Yanjun Song
Yanmei Xiao
Yaqiong Zhang
Yeongseok Oh
Yishuai Huang
Zhipeng Li
Zi Hua
Ziqi Yu
Contessa Ricci (Challenged)
Brad Dimos (Challenged)
Mohammadamin Vahidi Ghazvini
(Challenged)
Seham H.M. Hendawy (Challenged)
Rahmani Shahvzad (Challenged)
Aiden Nguyen (Challenged)
Sammuel Shahzad (Challenged)

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Kristopher Smith (Challenged)
Sara Westbrook (Challenged)