



STATE OF WASHINGTON
PUBLIC EMPLOYMENT RELATIONS COMMISSION

MICHAEL P. SELLARS, EXECUTIVE DIRECTOR

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April 15, 2025

Investigation Statement

Case 141645-E-25; Washington State University

Administrative Professional and Professional Hourly Bargaining Unit

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

David Rosenfeld, for the petitioner, Union of American Physicians and Dentists.

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, Union of American Physicians and Dentists, is a qualified bargaining representative under RCW 41.56.030(2).
 - c. The representation petition was timely filed on January 15, 2025.
 - 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 full-time and regular part-time Administrative Professional and Professional Hourly Workers in the following classifications: Mid-level Practitioner, Optometrist, Physician, and Professional Hourly Dietician within the Medical Services and Vision Care Services units of Cougar Health Services on Washington State University's Pullman Campus, excluding supervisors, confidential employees, and all other employees.

- f. The employer prepared the list of eligible employees. The correct list is dated January 24, 2025. The parties agreed to remove Sunday D Henry from the list as a supervisor and manager. The list of eligible employees is included below. To be an eligible voter, an employee must have been employed in the bargaining unit on April 15, 2025, 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. If a showing of interest card was submitted for an employee, that showing of interest card will be used as a vote in support of representation. No ballots are sent to employees.

An employee can withdraw their showing of interest card on or before **April 24, 2025**.

The card check will occur no sooner than **April 25, 2025**.

3. No other matters remain in dispute between the parties.

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

Jennifer Marie Wilkinson
Ashley R Wilson
Heather Worthington
Kathleen Elizabeth Kincaid
Kevin Cardwell
Michael Lynn
Nikki Denise Rota
Rachna Narula
Deborah Collins
Shelley Rae Ringo
Vicky Marie Lott
Julie Katharine Keller



RECORD OF SERVICE

ISSUED ON 4/15/2025

INVESTIGATION STATEMENT 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 141645-E-25

EMPLOYER: WASHINGTON STATE UNIVERSITY

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PARTY 2: UNION OF AMERICAN PHYSICIANS AND DENTISTS

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