

STATE OF WASHINGTON

BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the matter of the petition of:

SCREEN ACTORS GUILD – AMERICAN
FEDERATION OF TELEVISION AND
RADIO ARTISTS

Involving certain employees of:

WASHINGTON STATE UNIVERSITY

CASE 143372-E-25

DECISION 14213 - PECB

INTERIM CERTIFICATION
by Card Check

Jason Wojciechowski, Attorney at Law, for the Screen Actors Guild - American Federation of Television and Radio Artists.

Jennifer Klein, Interim Vice President and Chief Human Resource Officer, for the Washington State University.

FINDINGS OF FACT

1. The Screen Actors Guild – American Federation of Television and Radio Artists filed a representation petition concerning employees of Washington State University. 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 professional employees exempt from chapter 41.06 RCW employed by Washington State University – Northwest Public Broadcasting performing content creation in the following job functions: editor, producer, videographer, graphic designer, web designer, social media creator, host, journalist, reporter. Excluding confidential employees, supervisors, employees covered by chapter 41.76 RCW, employees covered by chapter 41.80 RCW, employees performing engineer, maintenance, technician and information technology functions, and employees included in any other bargaining unit.

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 card check.
4. Because the more than 50 percent showing of interest threshold was met, PERC conducted card check 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 card check. 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 41.56.211.
2. Representation proceedings were conducted in accordance with RCW 41.56.231 and chapter 391-25 WAC.

CERTIFICATION

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

SCREEN ACTORS GUILD – AMERICAN FEDERATION OF TELEVISION AND RADIO
ARTISTS

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 3rd day of October, 2025.

PUBLIC EMPLOYMENT RELATIONS COMMISSION



MICHAEL P. SELLARS, Executive Director



RECORD OF SERVICE

ISSUED ON 10/03/2025

DECISION 14213 - 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 143372-E-25

EMPLOYER: WASHINGTON STATE UNIVERSITY

REP BY: CARA WILLIAMS FRY
WASHINGTON STATE UNIVERSITY
PO BOX 642520
PULLMAN, WA 99164-2520
CARA.WILLIAMS.FRY@WSU.EDU

JENNIFER KLEIN
WASHINGTON STATE UNIVERSITY
139 FRENCH ADMINISTRATION BUILDING
PO BOX 641014
PULLMAN, WA 99164-1014
KLEINJ@WSU.EDU

PARTY 2: SCREEN ACTORS GUILD - AMERICAN FEDERATION OF TELEVISION AND RADIO ARTISTS

REP BY: JASON WOJCIECHOWSKI
SCREEN ACTORS GUILD - AMERICAN FEDERATION OF TELEVISION AND RADIO ARTISTS
801 N BRAND BLVD STE 950
GLENDALE, CA 91203-1260
JASONW@BUSHGOTTLIEB.COM