

POSTDOCS UNITED/INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (“Union”), and the WASHINGTON STATE UNIVERSITY (“Employer”) hereby reach this Resolution of Eligibility Issues and Agreement on Scope of Bargaining Unit (“Agreement”) in light of the following facts:

- A. The Union filed a petition for investigation concerning a question of representation with the Public Employment Relations Commission (“PERC”) related to certain employees of the Employer.
- B. Following an investigation and card check election, on November 21, 2024, PERC issued a Corrected Interim Certification for the following bargaining unit:

“All postdoctoral employees as defined by RCW 41.56.513 employed by the Washington State University, excluding confidential employees, employees covered by Chapter 41.76 RCW, and all other employees.” PERC Decision 13993.
- C. In the Corrected Interim Certification, PERC remanded the matter for further proceedings on the eligibility issues remaining to be determined.
- D. PERC scheduled a hearing commencing on May 27, 2025 to resolve the remaining eligibility issues.
- E. In order to provide certainty and to avoid the burdens and costs of further litigation about eligibility, the Union and the Employer have reached the agreement below.

AGREEMENT

1. The bargaining unit description shall be modified to:

“All Postdoctoral Employees as defined by RCW 41.56.513 employed by the Washington State University **excluding** confidential employees; employees covered by Chapter 41.76 RCW; employees privileged as attending physicians within the context of their University responsibilities; employees enrolled in clinical residency and clinical fellowship programs in the health sciences; employees privileged as veterinarians enrolled in clinical residency programs in the Veterinary Teaching Hospital; employees engaged in research related to their clinical residency program; individuals employed by non-University entities (e.g., individuals employed by Pacific Northwest National Labs and United States Department of Agriculture); and all other employees.”

2. Postdoctoral Employees (PDEs) shall be defined as individuals who
 - a. Have received a doctoral degree (Ph.D. or equivalent); and

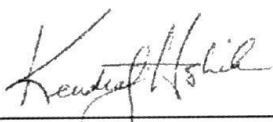
- i. the University shall grant exceptions where individuals present documentation satisfactory to the University confirming completion of degree requirements.
 - b. Are appointed for a temporary and defined period not to exceed five (5) years, including postdoctoral experience(s) at other institutions, as determined by the University. Under extraordinary circumstances (e.g. family leave or personal illness), the University may grant an exception to this limit; and
 - c. Are engaged in full-time mentored advanced training to enhance professional skills and research independence; and
 - d. Perform primarily research and scholarship under the direction and supervision of university faculty mentors.
 - e. Postdoctoral Fellows are defined as PDEs that have been awarded a fellowship or traineeship for postdoctoral study by an extramural agency and the fellowship or traineeship stipend is paid either directly or through an Employer account and meet criteria a through d above.
3. The following individuals shall be deemed eligible and included in the bargaining unit:
 - Sara Westbrook
 - Kris Smith
 - Contessa Ricci
4. The following individuals shall be deemed ineligible and excluded from the bargaining unit:
 - Brad Dimos
 - Seham Hendawy
 - Bing Liu
 - Firdoos Gogry
5. This Agreement consists of the entire agreement between the parties concerning this subject matter. It supersedes any and all prior discussions or negotiations between the parties.
6. This Agreement shall be used to resolve any future disputes about inclusion or exclusion from the Postdoctoral bargaining unit in either contractual or PERC proceedings. Nothing about this clause precludes the use of any future agreements between the parties on this subject from also being used in such a dispute.
7. This Agreement is contingent upon approval by PERC and incorporation of the bargaining unit description into the Final Certification.

8. Following execution of this Agreement, the parties will work together to determine which of the following individuals are included in the bargaining unit pursuant to the terms of this Agreement:

- Shahrzad Rahmani
- Samuel Shahzad
- Mohammadamin Vahidi Ghazvini (Amin Vahidi)
- Aiden Nguyen

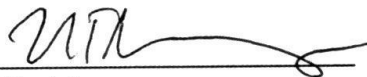
9. If the parties are not able to reach agreement regarding whether the individuals listed in paragraph 8 are included in or excluded from the bargaining unit by July 23, 2025, the parties will pursue Settlement discussions facilitated by PERC Representation Administrator Emily Whitney and a unit clarification hearing with PERC shall be scheduled as soon as possible to resolve the dispute(s).

For the Employer

By: 
Kendra L-Hsieh
Labor Relations Officer
Washington State University

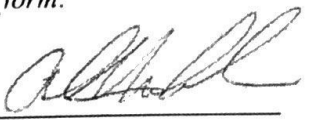
Dated: May 28, 2025

For the Union

By: 
Neal Sweeney
International Union, UAW

Dated: May 29, 2025

Approved as to form:

Signed 
Adam Malcolm # 38126
Senior Assistant Attorney General
Attorney for WSU

Dated 5/28/2025