



**PUBLIC EMPLOYMENT
RELATIONS COMMISSION**

NOTICE TO EMPLOYEES

STATE LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist an employee organization (union)
- Bargain collectively with your employer through a union chosen by a majority of employees
- Refrain from any or all of these activities except you may be required to make payments to a union or charity under a lawful union security provision

THE WASHINGTON PUBLIC EMPLOYMENT RELATIONS COMMISSION CONDUCTED A LEGAL PROCEEDING AND RULED THAT THE WASHINGTON STATE DEPARTMENT OF CORRECTIONS (DOC) COMMITTED UNFAIR LABOR PRACTICES AND ORDERED US TO POST THIS NOTICE TO EMPLOYEES:

WE UNLAWFULLY:

- Interfered with employees' ability to appeal denied requests for use of CBA-days by telling Sergeant James Hutchison, Larch Corrections Center, that we would deny all CBA-days if employees continued to appeal denials of CBA-day requests.
- Interfered with employees' rights when we told Correctional Officer Susan Reid that she should have known better to go to a shop steward for assistance and if she were smart it would not happen again.
- Interfered with employees' ability to discuss union tactics with other employees by telling Corrections Officer Katrina Ortiz at the Coyote Ridge Corrections Center that she could not talk about unions in California using a tactic called the blue flu (sick-out, work stoppage).
- Interfered with employees' right to discuss workplace safety and training safety by telling Ortiz that she could not discuss the contents of a meeting with Coyote Ridge Corrections Center management with anyone outside of the meeting. During the meeting Ortiz raised concerns that the defensive tactics training provided by the employer was not being conducted safely and was not adequate for female employees.
- Interfered with employees' right to participate in union activities by making statements to Sergeant Jimmy Fletcher, Monroe Correctional Complex, which implied his power and involvement with the union could prevent him from receiving a promotion to lieutenant.
- Interfered with employees' ability to communicate with the union by telling Corrections Officer Derek Kolb, Monroe Correctional Complex, that he could no longer be trusted because he talked to his union about workplace concerns.
- Interfered with Sergeant James Palmer's right to union representation (Weingarten rights) during an investigatory interview at the Monroe Correctional Complex by instructing his accompanying shop steward that he was there as an observer only.

TO REMEDY OUR UNFAIR LABOR PRACTICES:

WE WILL respect your right to appeal the use of CBA-days if your initial request is denied.

WE WILL respect your right to seek assistance from your shop stewards.

WE WILL respect your right to discuss union related matters and workplace safety concerns with your union and co-workers.

WE WILL respect your right to engage in union activities including, but not limited to: filing grievances, participating in informational picketing, talking with the press about workplace safety concerns on behalf of your union and co-workers, and serving as a union shop steward.

WE WILL honor your requests to have union representation during an investigatory interview and allow your union representative to assist you.

WE WILL cease and desist from unlawfully interfering with employee rights through statements made by the employer or individuals speaking for management.

WE WILL NOT interfere with appeals of CBA-days as provided for in your collective bargaining agreement.

WE WILL NOT interfere with you ability to communication with your union officers or interfere with your union officers' ability to communication with you.

WE WILL NOT interfere with your ability to communicate with your union or co-workers about union-related matters or workplace safety concerns.

WE WILL NOT, in any other manner, interfere with, restrain, or coerce our employees in the exercise of their collective bargaining rights under the laws of the State of Washington.

BY: Janya Chadwick LRC STATE - CORRECTIONS
Name and Title of Authorized Representative DATE: 1-27-14

This notice must remain posted for 60 consecutive days, and must not be altered or covered by any other material. The full decision in this case is published at www.perc.wa.gov.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE.

PERC is an independent State agency that enforces public sector collective bargaining laws in the State of Washington. Our mission is to prevent or minimize disruptions to public services by the uniform, impartial, efficient and expert resolution of labor-management disputes. PERC conducts secret ballot elections to determine whether employees want union representation, provides mediation services and conducts unfair labor practice and arbitration hearings. Questions about this notice or compliance with the Commission's order may be directed to PERC, 112 Henry Street NE, Suite 300, PO Box 40919, Olympia, Washington 98504-0919. To find out more about your rights, you may call our office: (360) 570-7300 or go to our website www.perc.wa.gov.