

EMPLOYMENT RELATIONS BOARD

OF THE

STATE OF OREGON

Case No. UC-023-13

(AMENDMENT OF RECOGNITION)

|                         |   |                              |
|-------------------------|---|------------------------------|
| YAMHILL COUNTY EMPLOYEE | ) |                              |
| ASSOCIATION AND AFSCME  | ) |                              |
| COUNCIL 75,             | ) |                              |
|                         | ) |                              |
| Petitioners,            | ) |                              |
|                         | ) |                              |
| v.                      | ) | ORDER AMENDING               |
|                         | ) | CERTIFICATION OR RECOGNITION |
| YAMHILL COUNTY,         | ) | OF EXCLUSIVE BARGAINING      |
|                         | ) | REPRESENTATIVE               |
| Respondent.             | ) |                              |
| _____                   | ) |                              |

On December 10, 2013, Yamhill County Employee Association (Association) and AFSCME Council 75 (AFSCME) filed a petition under OAR 115-025-0008 seeking to amend the employer's recognition of the Association to reflect its affiliation with AFSCME.

Sue Lee-Allen, Organizing Director for AFSCME, presented declarations and exhibits establishing the following:

Formed in 1973, the Association is currently the certified representative of 255 non-supervisory employees of the County, excluding elected officials, supervisory employees, confidential employees, irregular part-time employees and part-time employees normally working less than 20 hours per week, persons hired for a period of six months or less, persons hired for a temporary position intended to be less than one year, and all employees represented by other bargaining units. Throughout the 1990s, the Association was affiliated with OPEU/SEIU 503 and chose to disaffiliate in 2004.

In July 2013, the Association contacted AFSCME regarding affiliation with a larger labor union. The first meetings between AFSCME and the Association membership occurred in August 2013 and additional meetings were held in September, October, and November 2013. In accordance with the Association's bylaws, meeting notices were routinely sent to the membership by e-mail, worksite postings, and the Association's website.

On December, 4, 2013, the Association voted to affiliate with AFSCME, and thereafter has participated in council activities.

Under the Council and International Constitutions of AFSCME, the Association will continue to exist with its own set of officers, own local finances, and will be primarily responsible for its own bargaining and contract maintenance.

The District filed no objections to this petition.

We conclude that the affiliation vote was conducted in compliance with at least minimal due process requirements and that a majority of votes cast by the bargaining unit members were for affiliation with AFSCME.

Based on the foregoing, this Board issues the following order:

ORDER

The County's recognition of Yamhill County Employee Association as the exclusive representative of a bargaining unit of Yamhill County employees is amended to reflect the Association's affiliation with AFSCME.

DATED this 9<sup>th</sup> day of January, 2014.

  
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Kathryn A. Logan, Board Chair

  
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Jason M. Weyand, Board Member

  
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Adam L. Rhynard, Board Member

This Order may be appealed pursuant to ORS 183.482.