

EMPLOYMENT RELATIONS BOARD

OF THE

STATE OF OREGON

Case No. UC-3-05

(AMENDMENT OF CERTIFICATION)

CITY OF REDMOND EMPLOYEE)	
ASSOCIATION AND)	
AFSCME COUNCIL 75,)	
)	
Petitioner,)	ORDER AMENDING
)	CERTIFICATION OF EXCLUSIVE
v)	BARGAINING REPRESENTATIVE
)	
CITY OF REDMOND,)	
)	
Respondent.)	
_____)	

On January 19, 2005, AFSCME Council 75 (AFSCME) filed a petition under OAR 115-25-008 seeking to amend the certification of the City of Redmond Employee Association (Association) to reflect its affiliation with AFSCME. In 1998, this Board certified the Association as the bargaining representative for a unit of employees employed by the City of Redmond (City). *City of Redmond Employee Association v. City of Redmond and Laborers' International Union of North America, Local 121*, Case No. RC-27-98. Until the affiliation vote on October 18, 2004, the Association was an unaffiliated labor organization. The bargaining unit is described as:

“All non-supervisory and non-confidential regular employees who work in excess of 80 hours per month within the Public Works and Engineering Departments of the City, excluding temporary, seasonal and other non-represented employees.”

Attached to the petition was a letter from Ken Allen, Executive Director of AFSCME. The letter set out the procedure for the affiliation process.

The Association's officers called a meeting for September 21, 2004, to discuss the possibility of affiliating with AFSCME. It notified employees about the meeting through a routine distribution in employees' mailboxes and a verbal

communication to each member. More than half of the 35-member bargaining unit attended the September 21 meeting. Mr. Allen represented AFSCME at the meeting.

Another meeting was scheduled for October 18. A notice of that meeting was given to each member. A copy of that notice was attached to the petition. Twenty-three bargaining unit members attended the meeting. Secret ballots were distributed to all members attending the meeting. The vote was unanimous for affiliation with AFSCME.

Under the affiliation agreement with AFSCME, the Association will continue to exist with its own officers and local finances.

The Elections Coordinator served the petition on counsel for the City on January 20, 2005. On January 26, the City posted notices of the pending unit amendment petition. Objections were due February 10. No objections were filed.

We conclude that AFSCME and the Association are labor organizations; the affiliation election was conducted in compliance with at least minimum due process requirements; and a majority of votes cast by the Association's bargaining unit members were for affiliation with AFSCME.

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

ORDER

The City of Redmond Employee Association's certification is amended to reflect the Association's affiliation with AFSCME Council 75.

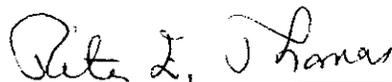
DATED this 15th day of February 2005.



Paul B. Gamson, Chair



James W. Kasameyer, Board Member



Rita E. Thomas, Board Member

This Order may be appealed pursuant to ORS 183.482.