

EMPLOYMENT RELATIONS BOARD

OF THE

STATE OF OREGON

Case No UC-006-09

(AMENDMENT OF CERTIFICATION OR RECOGNITION)

GRANTS PASS EMPLOYEES)	
ASSOCIATION/AFSCME COUNCIL 75,)	
)	
Petitioners,)	
)	ORDER AMENDING
v.)	RECOGNITION OF
)	EXCLUSIVE BARGAINING
CITY OF GRANTS PASS,)	REPRESENTATIVE
)	
Respondent.)	
_____)	

On March 5, 2009, AFSCME Council 75 (AFSCME) filed a petition under OAR 115-025-0008 seeking to amend the Grants Pass Employees Association's (Association) recognition to reflect its affiliation with AFSCME. The Association is the recognized representative of a bargaining unit of classified employees of the City of Grants Pass (Respondent). The bargaining unit is described as:

“All non-supervisory classified employees of the City of Grants Pass in the classifications of Accounting Technician, Administrative Support Specialist (Excluding those assigned to Public Safety), Analyst (Excluding those assigned to Human Resources), Assistant Planner, Associate Planner, Building Inspector/Plans Examiner, Code Enforcement Officer, Computer Services Technician, Department Support Technician, Data Base Technician, Economic Development Specialist, Finance Support Specialist, Grants Specialist, Land Acquisition Specialist, Mechanic, Office Assistant, Project Specialist, Property Management Coordinator, Tourism and Downtown Coordinator, Urban Forester,

Webmaster. Any new position classified as non-supervisory and not in a union bargaining unit. Exclusions are professional, confidential, supervisory or non-classified management, seasonal, temporary, volunteer employees ”

A cover letter from an AFSCME council representative outlined the process used to obtain affiliation. Prior to the affiliation election set out below, the Association was an unaffiliated labor organization.

The Association’s officers called several meetings to discuss the possibility of affiliating with AFSCME. Meeting information was both routinely distributed in employees’ mailboxes and communicated verbally to each member. Meetings were held January 13, January 27, February 10 and February 26, 2009. All members were notified of the February 10 meeting and approximately 35 of the 54 bargaining unit members attended that meeting.

At the February 10 meeting, a unanimous decision was made to conduct a secret ballot election on the affiliation issue. The vote was scheduled for March 3, 2009. Notification of the election and an informational meeting on February 26 were hand-delivered to bargaining unit members on February 12, 13, and 16, 2009. A copy of that notification was attached to the petition.

The secret ballot election took place on March 3. The election took place in the Grants Pass City Hall Employee Lounge. Three voting periods were scheduled throughout the day. At 6:30 p.m. the votes were tallied by the Association president. The result was 34 votes in favor of affiliation with AFSCME and 12 votes against. A copy of the ballot was attached to the petition.

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

The elections coordinator served the petition on Respondent on March 11, 2009. On March 16, Respondent posted notices of the pending unit amendment petition. AFSCME reported an omission in the original notice, the elections coordinator amended the notice to reflect the amendment and requested Respondent replace the original notices with the amended ones. Objections were due March 30. 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:

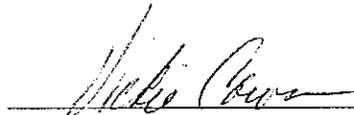
ORDER

The Grants Pass Employees Association's recognition is amended to reflect the Association's affiliation with AFSCME Council 75

DATED this 17th day of April 2009.



Paul B. Gamson, Chair



Vickie Cowan, Board Member



Susan Rossiter, Board Member

This Order may be appealed pursuant to ORS 183.482.