

EMPLOYMENT RELATIONS BOARD

OF THE

STATE OF OREGON

Case Nos. UC-12/13/14-04

(AMENDMENT OF RECOGNITION)

INTERNATIONAL ASSOCIATION OF)
FIRE FIGHTERS LOCAL 2285 AND IAFF/)
DOUGLAS COUNTY PROFESSIONAL)
FIRE FIGHTERS LOCAL 2091,)

Petitioners,)

v.)

DOUGLAS COUNTY FIRE DISTRICT #2,)

Respondent,)

Case No. UC-12-04;)

INTERNATIONAL ASSOCIATION OF)
FIRE FIGHTERS LOCAL 2285 AND IAFF/)
DOUGLAS COUNTY PROFESSIONAL)
FIRE FIGHTERS LOCAL 2091,)

Petitioners,)

v.)

SUTHERLIN FIRE DEPARTMENT,)

Respondent,)

Case No. UC-13-04;)

ORDER AMENDING
RECOGNITION OF
EXCLUSIVE BARGAINING
REPRESENTATIVE

INTERNATIONAL ASSOCIATION OF)
 FIRE FIGHTERS LOCAL 2091 AND IAFF/)
 DOUGLAS COUNTY PROFESSIONAL)
 FIRE FIGHTERS LOCAL 2091,)
)
 Petitioners,)
)
 v.)
)
 WINSTON-DILLARD FIRE DISTRICT,)
)
 Respondent,)
)
 Case No. UC-14-04.)
)

International Association of Fire Fighters (IAFF) Local 2285 currently represents two bargaining units of fire fighters, one employed by the Douglas County Fire District (Douglas County) and a second employed by Sutherlin Fire Department (Sutherlin). IAFF Local 2091 currently represents a bargaining unit of fire fighters employed by Winston-Dillard Fire District (Winston-Dillard).

On March 4, 2004, IAFF Local 2285, IAFF Local 2091, and IAFF/Douglas County Professional Fire Fighters filed separate petitions under OAR 115-25-009 seeking to amend their certifications to reflect an affiliation/merger that would combine these three groups into one. The petitions were filed in anticipation of a consolidation of the Sutherlin, Winston-Dillard, and Douglas County Fire Departments.

If these petitions are granted, IAFF/Douglas County Professional Fire Fighters will merge with Local 2285 and Local 2091 to form a new entity called IAFF/Douglas County Professional Fire Fighters Local 2091. This new entity will become the exclusive representative for the three former bargaining units, and will assume management of the existing labor contracts and will negotiate and manage all future labor contracts.

We consolidated these cases for processing and decision.

MINIMAL DUE PROCESS

With its petitions, each petitioner provided a copy of the ballot for the merger/affiliation vote. Each petitioner also provided minutes of a November 13, 2003 meeting in which the parties discussed the merger, and then passed a motion to contact the international office of the IAFF and proceed with the merger.

On March 15, at the Election Coordinator's request, Petitioners also provided a document signed by the presidents of Local 2285 and 2091 stating that balloting occurred after an initial announcement in September of the merger/affiliation. This was followed by three combined meetings in October, November, and December in which the subject of affiliation/merger was announced prior to the meetings and the topic was openly discussed on the floor during the meetings. The document further provides the results of the secret ballot vote. Local 2091, which represents Winston-Dillard, voted 15 yes, 0 no; Local 2285, which represents both Douglas County and Sutherlin together, voted 32 yes, 2 no, with 8 abstentions.

On March 12, the Elections Coordinator served the petition on Douglas County, Winston-Dillard, and Sutherlin. On March 17, Douglas County and Winston-Dillard certified that they had posted the "Notice - Unit Amendment Requested." On March 25, Sutherlin also certified that it had posted the required notice.

Respondents filed no objections to the petitions and did not contest the election process.

We conclude that Local 2285 and Local 2091 are labor organizations. The affiliation/merger election complied with at least minimal due process, and a majority of votes cast by the three bargaining units were for affiliation/merger.

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

ORDER

1. The petitions are granted as follows:

A. Douglas County Fire District #2's recognition of IAFF Local 2285 is amended to reflect the Association's affiliation with the IAFF/Douglas County Professional Fire Fighters Local 2091.

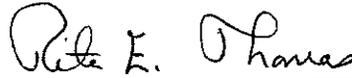
B. Sutherlin Fire Department's recognition of IAFF Local 2285 is amended to reflect the Association's affiliation with the IAFF/Douglas County Professional Fire Fighters Local 2091.

C. Winston-Dillard Fire District's recognition of Local 2091 is amended to reflect the Association's affiliation with IAFF/Douglas County Professional Fire Fighters Local 2091.

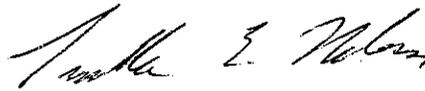
DATED this 5th day of May 2004.



Paul B. Gamson, Chair



Rita E. Thomas, Board Member



Luella E. Nelson, Board Member

This Order may be appealed pursuant to ORS 183.482.