



PUBLIC EMPLOYMENT RELATIONS COMMISSION

112 Henry Street NE, Suite 300, Olympia WA 98506
PO Box 40919, Olympia WA 98504-0919
Phone: 360.570.7300 Email: filing@perc.wa.gov
Web: www.perc.wa.gov

UNFAIR LABOR PRACTICE COMPLAINT

Amended Complaint in Case # _____ Applicable Rules: Chapters 10-08, 391-08, and 391-45 WAC

PARTIES Include information for all parties involved.

COMPLAINANT SAG-AFTRA

Contact Shellea Allen, Local Executive Director

Address 123 Boylston Avenue East, Suite A

City, State, ZIP Seattle, Washington 98102

Telephone (206) 282-2506 Ext. _____

Email shellea.allen@sagaftra.org

RESPONDENT University of Washington (KUOW)

Contact Caryn Mathes, General Manager

Address 4518 University Way NE, Ste 310

City, State, ZIP Seattle, WA 98105

Telephone 206.543.2710 Ext. _____

Email cmathes@kuow.org

EMPLOYER University of Washington (KUOW)

Contact Caryn Mathes, General Manager

Address 4518 University Way NE, Ste 310

City, State, ZIP Seattle, WA 98105

Telephone 206-543-2710 Ext. _____

Email cmathes@kuow.org

ALLEGED VIOLATION

Indicate if the alleged violation is against:

Employer Union Both*

***Note:** If the violation is against both the union and employer, two separate complaints must be filed with two statements of facts describing the alleged violation against each.

STATEMENT OF FACTS and REMEDY REQUESTED

Attach on separate sheets of paper in numbered paragraphs a brief statement of the facts regarding the alleged unfair labor practice(s).

- Include times, dates, places, and participants of occurrences.
- Indicate statutes allegedly violated.
- State whether a related grievance has been filed.
- Describe the remedies requested.
- For more information refer to WAC 391-45-050.

BARGAINING UNIT

***Note:** If the alleged violation relates to more than one bargaining unit, a separate complaint must be filed for each unit.

Identify Bargaining Unit Full and part time employees

Department or Division _____

Collective Bargaining Agreement

- The parties have never had a contract.
 A copy of the most current contract is attached.

AUTHORIZED SIGNATURE FOR COMPLAINANT

Print Name Laura Ewan, attorney for SAG-AFTRA

Telephone 206-257-6012 Ext. _____

Address 18 West Mercer St. Ste 400

Email ewan@workerlaw.com

City, State, ZIP Seattle, WA 98119

Signature **Date** 6/29/18

STATEMENT OF FACTS

1. This charge is filed on behalf of the SCREEN ACTORS GUILD – AMERICAN FEDERATION OF TELEVISION AND RADIO ARTISTS (“SAG-AFTRA”), alleging a violation of RCW 41.56.140(1)(a) and 140(1)(c).
2. The University of Washington (“UW”) is a public employer within the jurisdiction of the Public Employment Relations Commission.
3. SAG-AFTRA was certified as the exclusive bargaining representative of certain employees employed by UW, specifically, regular full-time and regular part-time employees working at UW’s radio station, KUOW, who produce, report, write, host, or announce news for KUOW radio including web content, video, and podcasts. The certification was issued on February 22, 2018.
4. On April 4, 2018, KUOW management announced the layoff of seven KUOW employees, all within the new bargaining unit. Management simultaneously announced the creation of several new positions, but in an unprecedented move, required the seven employees to apply for these new positions if they wished to remain employed at KUOW. Management indicated that these actions were part of a restructuring of the workplace.
5. On June 18, 2018, KUOW management announced that four of the seven employees selected to be laid off would not be placed in any of the newly-created positions.
6. At least one member of management indicated to SAG-AFTRA represented employees that this reorganization was a result of the union organizing campaign and election.
7. In previous reorganizations of the workplace, KUOW has not laid off workers; instead, it reassigned employees to any new positions created, as their skills and abilities permitted.
8. Through the above acts, UW interfered with, restrained, and/or coerced public employees in the exercise of rights guaranteed by RCW 41.56.

REMEDY REQUESTED

9. SAG-AFTRA requests that UW be ordered to cease and desist from interfering with KUOW employees’ exercise of rights guaranteed by RCW 41.56
10. SAG-AFTRA requests that the Commission issue a make-whole remedy for employees who were improperly terminated from their employment in retaliation for the exercise of their rights guaranteed by RCW 41.56.
11. SAG-AFTRA requests that an appropriate notice posting be ordered, and be read into the minutes of a meeting of the Board of Trustees subsequent to the Commission’s decision in this case.
12. SAG-AFTRA requests all other appropriate equitable and legal relief.

CERTIFICATE OF SERVICE

I certify under penalty of perjury under the laws of the State of Washington that on the date noted below, I caused the original of the foregoing **Unfair Labor Practice Complaint and its attachments** to be filed with the Public Employment Relations Commission via electronic mail to:

Public Employment relations Commission
PO Box 40919
Olympia, WA 98504-0919
E-mail: filing@perc.wa.gov

On this same date, I cause a true and correct copy of the same document to be transmitted via e-mail and First Class U.S. Mail to:

University of Washington (KUOW)
Caryn Mathes, General Manager
4518 University Way NE, Ste 310
Seattle, WA 98105
cmathes@kuow.org

Date this 29th day of June, 2018



Esmeralda Valenzuela, Paralegal

From: [Esmeralda Valenzuela](#)
To: [PERC, Filing \(PERC\)](#)
Cc: [Laura Ewan](#); [Jennifer Woodward](#)
Subject: SAG-AFTRA and KUOW / ULP Complaint for Submission (Our File No. 3400-001)
Date: Friday, June 29, 2018 1:14:03 PM
Attachments: 2018 06 29_ULP_Facts_COS_SAG-AFTRA and KUOW.pdf

Good afternoon,

Attached please find the *ULP Complaint, Statement of Facts/Remedy Requested, and Certificate of Service* for filing.

Thank you,

Esmeralda Valenzuela | Paralegal | Schwerin Campbell Barnard Iglitzin & Lavitt LLP

18 W. Mercer St, Suite 400, Seattle, WA 98119 | Tel: (206) 285-2828 x 6014 | www.workerlaw.com

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