CASE 127738-U-15
DECISION 12672 - EDUC

PUBLIC EMPLOYMENT RELATIONS COMMISSION

NOTICE TO EMPLOYEES

STATE LAW GIVES YOU THE RIGHT TO:

- **Form, join, or assist an employee organization (union).**
- **Bargain collectively with your employer through a union chosen by a majority of employees.**
- **Refrain from any or all of these activities except you may be required to make payments to a union or charity under a lawful union security provision.**

THE WASHINGTON STATE PUBLIC EMPLOYMENT RELATIONS COMMISSION CONDUCTED A LEGAL PROCEEDING, AND RULED THAT *SEATTLE SCHOOL DISTRICT* COMMITTED AN UNFAIR LABOR PRACTICE, AND ORDERED US TO POST THIS NOTICE TO EMPLOYEES:

WE UNLAWFULLY sent an e-mail to union building representatives at Chief Sealth International High School on June 24, 2015, and an e-mail to an employee/union building representative at Chief Sealth International High School on September 5, 2015, that could reasonably be perceived as discouraging union activity or as a threat of reprisal or force, or promise of benefit, associated with protected union activity.

TO REMEDY OUR UNFAIR LABOR PRACTICES:

WE WILL respect the rights of our employees to engage in protected union activities.

WE WILL NOT send e-mails that discourage employees or union building representatives from engaging in protected union activity.

WE WILL NOT, in any other manner, interfere with, restrain, or coerce our employees in the exercise of their collective bargaining rights under the laws of the State of Washington.

SEATTLE SCHOOL DISTRICT

BY: Clover Codd, Assistant Supt. HR DATE: 4/7/17
Name and Title of Authorized Representative

This notice must remain posted for 60 consecutive days and must not be altered or covered by any other material. The full decision in this case is published at **www.perc.wa.gov**

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE.

PERC is an independent state agency that enforces public sector collective bargaining laws in the state of Washington. Our mission is to prevent or minimize disruptions to public services by the uniform, impartial, efficient, and expert resolution of labor-management disputes. PERC conducts secret ballot elections to determine whether employees want union representation, provides mediation services, and conducts unfair labor practice and arbitration hearings. Questions about this notice or compliance with the Commission's order may be directed to PERC, 112 Henry Street NE, Suite 300, PO Box 40919, Olympia, Washington 98504-0919. To find out more about your rights, you may call our office at **(360) 570-7300** or go to our website **www.perc.wa.gov.**