



## 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 interfered with employee rights by Mary McDaniel making statements to Mustefa Tessi on December 8, 2016.

### TO REMEDY OUR UNFAIR LABOR PRACTICES:

WE WILL, cease and desist from interfering with protected employee rights through statements made by a supervisory employee.

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: \_\_\_\_\_ DATE: \_\_\_\_\_  
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](http://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](http://www.perc.wa.gov).