



STATE OF WASHINGTON  
**PUBLIC EMPLOYMENT RELATIONS COMMISSION**

**MICHAEL P. SELLARS, EXECUTIVE DIRECTOR**

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March 16, 2023

*Via Email Only*

Christina L. Thacker  
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**Cause of Action Statement**

Case 136218-U-23, University of Washington  
Postdoctoral Bargaining Unit

Dear Christina Thacker and Jacob Metzger:

The following case is pending before PERC:

- 136218-U-23, filed by International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Local 4121 against the University of Washington on February 14, 2023

This case has been reviewed under WAC 391-45-110. At this stage, all facts alleged in the complaint are assumed to be true and provable. The facts alleging an unfair labor practice violation state a cause of action for further processing.

The complaint alleges the following:

Employer refusal to bargain in violation of RCW 41.56.140(4) [and if so derivative interference in violation of RCW 41.56140(1)] within six months of the date the complaint was filed, by:

1. Breaching its good faith bargaining obligation during negotiations with the union concerning application of the Washington Minimum Wage Law Act to bargaining unit employees and overtime policies and procedures.
2. Failing and/or refusing to provide relevant information requested by the union concerning application of the Washington Minimum Wage Law Act to bargaining unit employees and overtime policies and procedures.

3. Unilaterally changing employee wages without providing the union an opportunity for bargaining.

Employer interference in violation of RCW 41.56.140(1) within six months of the date the complaint was filed, by asserting for the first time that the WMWA salary threshold does not apply to Postdoctoral Scholars in retaliation for the union filing an unfair labor practice complaint on January 4, 2023, on behalf of its Research Scientist/Engineer bargaining unit.

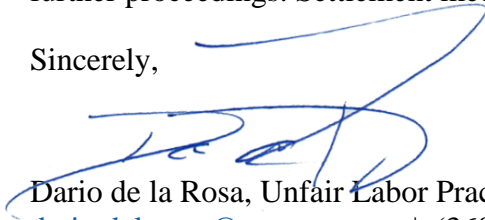
The person or organization charged with unfair labor practices in this matter (the respondent) **shall file and serve its answer to the complaint within 21 days** following the date of this letter. WAC 391-45-110(2)(c). The answer must

1. specifically admit, deny, or explain each fact alleged in the complaint, except if the respondent states it is without knowledge of the fact, that statement will operate as a denial; and
2. assert any affirmative defenses that are claimed to exist in the matter.

The answer must be filed and served in accordance with WAC 391-08-120. If the respondent does not file a timely answer or an answer that specifically denies or explains facts alleged in the complaint, the respondent may be deemed to have admitted and waived its right to a hearing on those facts. WAC 391-45-210.

Please direct all correspondence and motions to me until an Examiner is assigned to conduct further proceedings. Settlement mediation may be offered under WAC 391-45-260.

Sincerely,



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