

WAWU-UAW  
104 W. Magnolia Street  
PO Box 2784  
Bellingham, WA 98225  
westernacademicworkersunited@uaw4121.org

December 13th, 2023

Dear President Randhawa and Director Parkes,

We write to you as workers representing Western Academic Workers United / United Auto Workers (WAWU-UAW) — the union, we, and the overwhelming majority of the 1100 Operational Student Employees at Western have chosen to join in order to collectively bargain with the University Administration.

**Today, we filed the attached petition — along with authorization cards from a majority of Operational Student Employees across all Western’s workplaces — with the Public Employment Relations Commission.** Workers in Washington State and across the country are asserting their right to have a democratic say in their own working conditions. We believe that we too should have such a democratic say in our working conditions here at Western. **We write to request voluntary recognition of our bargaining unit as a unit of WAWU-UAW.**

We work in hundreds of workplaces, and we do much of the labor that makes Western such a prestigious institution. Western has been a leader in its commitment to progressive values, and we believe that one of the surest ways to make higher education accessible to students from Washington’s marginalized and working-class communities is to enshrine their right to negotiate a workplace free from discrimination, harassment, and exploitation. Higher education has long been reserved for those with the financial support needed to endure poverty while pursuing a degree. Collective bargaining is the most immediate way to redress this systemic injustice and give marginalized students a voice. We believe that Western, as it expands its comprehensive efforts toward inclusive success, should work actively alongside us to ensure higher education is truly and meaningfully open to all.

Western is already negotiating a first contract with its Educational Student Employees. We believe this demonstrates the ability to also recognize us operational student employees. There’s no reason we shouldn’t have the same rights as the Educational Student Employees who work beside us. Western has a chance to prove it values all its employees equally, regardless of the distinction between “educational” and “operational” labor.

We ask you and the Western Administration to voluntarily recognize us as a union so we can get to work negotiating a first contract. We understand that questions may arise related to our PERC petition and the legislative landscape, and we are more than happy to meet and talk through them.

Sincerely,

**Kaylee Thomas**, University Advancement

**Erin Magarro**, Ethnic Student Center

**Lorayne McAteer**, VU Tech Crew

**Morgan Nichols**, VU Information Desk

**Ijomi Houston**, Black Student Coalition

**Emily Kessler**, Aquatics

**Madeline Schaffer**, Art Department

**Abbi Mathews**, Rec Center Instructor

**Naythan Ramos**, ATUS Video Services

**Savannah Tello**, Compass 2 Campus

**Ella Newborn**, Disability Outreach Center

**Auden Knapp**, Western Gallery

**Ethan Martez**, Department of Public Safety

**Kilah Bacon**, HR

**Zoe Cowan**, Outdoor Center

**Emery Ehrhart**, AS Bookstore

**August Miller**, Outback Farm

**Colleen Ryan**, VU Gallery

**Mica DS**, Performing Arts Center

**Sierra Woolley**, Registrar

**Cedar George**, English Department

**Alejandro Garcia**, College of the Environment UEPP

**Raven Taylor**, Child Development Center

**Kai Russell**, Buchanan Towers RA

**Maxwell Bauccio-Teschlog**, Fairhaven RA

**Brooklyn Lindsey-Taylor**, Alma Clark Glass Hall RA

**Melaku Akalwold**, University Residences



# REPRESENTATION PETITION

Is this an amended petition?  Yes  No If yes, enter the case number: \_\_\_\_\_

**PARTIES** Include information for all parties involved.

**EMPLOYER** Western Washington University

Contact Liz Parkes

Title Director Labor & Employee Relations

Address 516 High Street, MS 9054

City, State, ZIP Bellingham, WA 98225

Telephone 360-650-6456 Ext. \_\_\_\_\_

Email parkese@wwu.edu

**PETITIONER** WAWU/International Union United Automobile, Aerospace and Agricultural Implement Worker of America

Contact David Parsons

Title International Representative

Address 104 W. Magnolia Street, PO Box 2784

City, State, ZIP Bellingham, WA 98225

Telephone 206-604-1522 Ext. \_\_\_\_\_

Email dparsons@uaw.net

**CURRENT BARGAINING REPRESENTATIVE**

If one exists N/A

Contact \_\_\_\_\_

Title \_\_\_\_\_

Address \_\_\_\_\_

City, State, ZIP \_\_\_\_\_

Telephone \_\_\_\_\_ Ext. \_\_\_\_\_

Email \_\_\_\_\_

**TYPE OF REQUEST** Select ONE of the following.

- RECOGNITION** to be certified as the representative of employees currently unrepresented.
- INCLUSION OF UNREPRESENTED EMPLOYEES** to have a group of employees added to an existing bargaining unit as described in WAC 391-25-440.
- CHANGE OF REPRESENTATIVE** to be certified as the representative of employees currently represented by another organization.
- DECERTIFICATION** to no longer be represented by the current organization.
- EMPLOYER PETITION** a determination by the commission according to WAC 391-25-090.

**BARGAINING UNIT**

**Department or Division** \_\_\_\_\_

**Number of Employees in Bargaining Unit** approx. 1100

**Describe the existing or proposed bargaining unit:**

See attached "WAWU/International Union United Automobile, Aerospace and Agricultural Implement Worker of America" bargaining unit description.

**Collective Bargaining Agreement (CBA):**

If one exists, the bargaining unit's most recent collective bargaining agreement must be filed with this petition.

**CBA Expiration Date** \_\_\_\_\_ N/A

**SHOWING OF INTEREST** The showing of interest cards are confidential and are filed ONLY with PERC.

The petition must be filed with a showing of interest indicating support of at least 30 percent of the employees in the bargaining unit. Showing of interest cards may be submitted electronically, provided the copy is legible.

**AUTHORIZED CONTACT FOR PETITIONER**

Name Amy Bowles Title Attorney

Address 1215 Fourth Ave, Suite 1350 City, State, ZIP Seattle, WA 98161-1012

Telephone 206-623-0900 Ext. \_\_\_\_\_ Email amyb@ddmglaw.com

Signature /s/ Amy Bowles Date 12/13/2023

**WAWU/ International Union United Automobile, Aerospace and Agricultural Implement  
Workers of America Bargaining Unit Description**

All employees enrolled in an academic or certificate program on any campus of Western Washington University, including those employees who are employed by Western Washington University during an academic break and are enrolled in an academic or certificate program immediately before or after that academic break; excluding confidential employees, supervisors, employees covered under RCW 41.56.0215; 41.56.021, 41.56.022, 41.56.024, or chapter 28B.52, 41.76, or 41.80 RCW, and employees included in any other bargaining unit.

**Representation Petition**

Employer – Western Washington University

Petitioner – WAWU/International Union United Automobile, Aerospace and Agricultural Implement Workers of America