

In the matter of an Unfair Labor Practice Complaint

Guild of Pacific Northwest Employees

v.

PERC Case # 132172-E-19,

City of Bellingham

Date: October 22, 2019

Complainant:

Guild of Pacific Northwest Employees

Dean Tharp
Organizer
PO Box 157
Bellingham, WA 98227

Phone: 360-303-8734
Email: deantharp0@gmail.com

Accused Entity:

City of Bellingham

KayCee Johnson
Human Resources Manager
104 Magnolia St.
Bellingham, WA 98225

Phone: 360-778-8234
Email: kdjohnson@cob.org

Applicable Collective Bargaining Statute:

An existing, certified bargaining unit of non-uniformed municipal employees recognized under applicable provisions of RCW Chapter 41.56, including:

RCW [41.56.040](#)

Right of employees to organize and designate representatives without interference.

No public employer, or other person, shall directly or indirectly, interfere with, restrain, coerce, or discriminate against any public employee or group of public employees in the free exercise of their right to organize and designate representatives of their own choosing for the purpose of collective bargaining, or in the free exercise of any other right under this chapter.

WAC 391-25-140

Notice to employees—Limitations on employer actions.

(2) petition and notice shall remain posted until a certification or interim certification is issued in the proceeding.

(3) Changes of the status quo concerning wages, hours or other terms and conditions of employment of employees in the bargaining unit are prohibited during the period that a petition is pending before the commission under this chapter.

(4) The employer shall not express or otherwise indicate any preference between competing organizations, where two or more employee organizations are seeking to represent its employees.

(5) Where a petition filed under this chapter involves employees who are represented for the purposes of collective bargaining, the employer shall suspend negotiations with the incumbent exclusive bargaining representative on a successor collective bargaining agreement involving employees affected by the petition. The employer and incumbent union may proceed with negotiations covering employees not affected by the petition, and shall resume negotiations on a successor agreement covering the affected employees after the question concerning representation is resolved, if the incumbent exclusive bargaining representative retains its status.

Synopsis of Charges

1. Charge 1. Violation PERC Status Quo Order

On October 14, 2019 The Guild of Pacific Northwest Employees (PNWE) alleges the City of Bellingham violated applicable Washington State RCWs and WAC, including WAC 391-25-140 when the City of Bellingham representatives met and negotiated with Washington State Council of City and County Employee (WSCCCE) after the PNWE *Petition for Change in Representation* was filed and after PERC issued the status quo order.

2. Charge 2. Continued Violation of Status Quo Order—Coercion and Interference

3. Two days later, on October 17, 2019 the City of Bellingham further violated the PERC status quo order by communicating to bargaining representatives the contents of a proposal of this improper meeting. This proposal not only violates the PERC status quo order but also is evidence of an attempt to coerce employees to abandon the petition by stating local members would lose employer medical plan options if the City of Bellingham’s proposed deadline was not met.

4. These acts and actions were intended to threaten and interfere with bargaining unit union members, their right to determine their representative agent for collective bargaining and to frighten them into withdrawing from Guild membership.

STATEMENT OF FACTS

GUILD OF PACIFIC NORTHWEST EMPLOYEES

5. We allege the City of Bellingham and its agent(s) made statements, took action, intended to and caused employees to reasonably perceived WSCCEs actions as a threat of reprisal or force, or a promise of benefit (or depriving of benefit) , associated with their exercise of rights protected by the applicable collective bargaining law.

Background

6. Local 114 is a large bargaining unit comprised of approximately 379 City of Bellingham employees. These employees perform a variety of duties within the City of Bellingham including non-professional, non-essential work in Streets, Parks, Finance, Planning, Water/Waste Water, Inspection, Courts, Parking Enforcement, Library and Museum Departments.
7. WSCCCE also represents two other bargaining units; a small unit of City of Bellingham professional librarians, and small unit of essential employees of the City of Bellingham Fire Department. These bargaining units are not parties to the *Change of Representation* petition filed by PNWE.
8. On October 12, 2019 the Guild of Pacific Northwest Employees filed a *Change of Representation Petition* along with a sufficient showing of signed authorization cards. At the time of this filing, approximately 65 percent of eligible workers have signed such cards.
9. On October 14, 2019 PERC issued its formal “Notice” and informed the parties of their obligations to maintain the of *status quo* during the petition period.

Applicable WAC and RCW

10. WAC 391-25-140

Notice to employees—Limitations on employer actions.

(1) The employer shall post a copy of the petition and a notice, in the form specified by the commission, to inform employees of the existence of proceedings under this chapter. The agency shall furnish the employer with copies of the petition and notice, and the employer shall post them in conspicuous places on its premises where notices to affected employees are usually posted. The petition and notice shall remain posted until a certification or interim certification is issued in the proceeding.

(2) Changes of the status quo concerning wages, hours or other terms and conditions of employment of employees in the bargaining unit are prohibited during the period that a petition is pending before the commission under this chapter.

(3) The employer shall not express or otherwise indicate any preference between competing organizations, where two or more employee organizations are seeking to represent its employees.

(4) Where a petition filed under this chapter involves employees who are represented for the purposes of collective bargaining, the employer shall suspend negotiations with the incumbent exclusive bargaining representative on a successor collective bargaining agreement involving employees affected by the petition. The

employer and incumbent union may proceed with negotiations covering employees not affected by the petition, and shall resume negotiations on a successor agreement covering the affected employees after the question concerning representation is resolved, if the incumbent exclusive bargaining representative retains its status.

11. RCW 41.56.160

Commission to prevent unfair labor practices and issue remedial orders and cease and desist orders.

(1) The commission is empowered and directed to prevent any unfair labor practice and to issue appropriate remedial orders: PROVIDED, that a complaint shall not be processed for any unfair labor practice occurring more than six months before the filing of the complaint with the commission or in superior court. This power shall not be affected or impaired by any means of adjustment, mediation or conciliation in labor disputes that have been or may hereafter be established by law.

(2) If the commission determines that any person has engaged in or is engaging in an unfair labor practice, the commission shall issue and cause to be served upon the person an order requiring the person to cease and desist from such unfair labor practice, and to take such affirmative action as will effectuate the purposes and policy of this chapter, such as the payment of damages and the reinstatement of employees.

(3) The commission may petition the superior court for the county in which the main office of the employer is located or in which the person who has engaged or is engaging in such unfair labor practice resides or transacts business, for the enforcement of its order and for appropriate temporary relief.

Charge I

Violating PERC Status Quo Order

12. Violation of Status Quo Order

Purpose of Meeting: City of Bellingham Benefits Renewal Meeting with Bargaining Groups

Time and Date: 1 p.m.; October 14, 2019.

Place: City of Bellingham Offices

Witnesses Attending Bargaining:

Butela, Ryann T.	Heinrich, Brian M.
Beatty, Angela M	Joe Downes'
Singh, Parvindar K.	Almer, Donald L.
Bray, Katie N.	Jennifer Thompson
Sullivan, Ameleah M	Rasmussen, Justin J.
Bronson, Allysa D.	Francis, Shayla
Morga, Miguel	

Witness Receiving Text

Time and Date: 7 pm and thereafter; October 14, 2019

Place: Ferndale

Name: Jael Komac

13. On October 14, 2019, at 1 pm the City of Bellingham convened a meeting of six bargaining units of the City of Bellingham. These include bargaining units of the Police Dept., Fire Department Dispatchers, City Library Professionals, Teamsters

Supervisory and Professional, Police Dispatchers, and Local 114. The purpose of this meeting was to meet and negotiate over terms and conditions of employment pertaining to the employer's medical contributions and medical plan contents. There exists no evidence of a written agreement between all the parties attending this meeting to bind them together in joint bargaining

14. Attending this bargaining session were two paid WSCCCE representatives, Joe Downes and Miguel Morga. Morga attended as the representative for WSSSCE, Local 114. However, both Morga and Downes actively participated in this speaking on behalf Local 114 members. The City made a proposal and Morga and Downes took this proposal back to the local for consideration. These actions are now the subject of a separate an Unfair Labor Practice violation filed with PERC.

15. The City of Bellingham cannot claim to be ignorant of the existence of a status quo order or their obligations under that order. By their own admission, the City understood a petition had been filed by Sunday, October 13, 2019. On this day a City of Bellingham's bargaining representative, KayCee Johnson sent this text to Local 114 bargaining unit member, Jael Komac, saying: (Union Exhibit #1)

Sunday, 7:54 p.m.

"I did see the representation petition"

16. Finally, PERC records show the petition was emailed to the parties by PNWE organizer, Dean Tharp, on Saturday, October 12, 2019 and the required *Certificate of Service* was emailed by Tharp to PERC on Sunday, October 13, 2019. PERC records also date the Notice to the parties pertaining to the status of PNWE's petition and a statement of *Status Quo* Order effective October 14, 2019.

17. The above actions and supporting evidence clearly shows that despite the City's having prior knowledge of the Guild's petition and a clear understanding of the meaning of a status quo order, it proceeded to bargain directly with WSCCCE representatives, exchange proposals, and reach agreement on a proposal to take back for ratification.
(See Union Exhibit #2)

**Charge II.
Continued City Violation of *Status Quo*
Interference and Coercion**

19.

Subject: Benefits Renewal Meeting with Bargaining Groups-email
Time and Date: 11:24 am, October 17, 2019
Place: City of Bellingham Offices

Witnesses Receiving Email:

Bronson, Allysa D.	Sullivan, Ameleah M.	Butela, Ryann T.
Beatty, Angela M.	Singh, Parvinder K.	Heinrich, Brian M.
Joe Downes	Jennifer Thompson	Bray, Katie N.
Almer, Donald L.	Newell, Kate	Rasmussen, Justin J
He Does It, Elizabeth J.	Francis, Shayla L.	Morga, Miguel

20. On October 17, 2019 the City of Bellingham further violated the PERC status quo order by communicating to bargaining representatives the contents of a proposal of the improper meeting described in Charge 1. In this letter, Bellingham HR manager, KayCee Johnson, repeats the City’s bargaining position by stating: (Exhibit #3)

“As shared in the meeting due to existing collective bargaining agreement language, any deviation from the current plans requires consent of **all** participating bargaining groups. (114, 114F, 114L, 231, FOP, Whatcomm)”. Emphasis added.

21. Johnson then lays the blame on the Guild of PNWEs pending petition for removal of a plan option when she clearly states:

“Unless the petition is resolved or modified prior to the amended decision deadline below, Option 3 (tier rebalancing and plan modifications to the \$250 & \$500 **plans will no longer be an available choice**” Emphasis Added

She continues by requesting a membership vote on her proposal, including Local 114 members.

“Therefore, the City requests that each group conduct ranked choice voting of their membership so the City can implement the **unanimous** choice that is available by the amended **deadline** below:

- Option 3 if all units agree **including AFCSME 114**
- Option 2 (tier rebalancing with no plan design changes) if all unions agree. **Excluding AFCSME 114**
- Option 1 (status Quo) if no unanimous decision occurs of the unanimous decision is Option 1.” Emphasis added.

The email ends with a decision deadline of Friday, November 1, 2019.

- 22, The City by its actions has succeeded in irreparably changing the status quo.

Notwithstanding all the bad faith bargaining going on here: Violations of all bargaining units rights to bargain separately, the unreasonable demand of predicating the acceptance of a proposal on the decision of another union, an “exploding offer” with no explanation as to the reasons why; and finally, an

arbitrary take-it-or-leave offer without bargaining to impasse, the City's violation of all applicable PERC rules protecting employees destroyed any semblance the of an employee right to make a choice free from interference and threats.

23. Clearly, we are dealing with an employer bargaining representative that is out of control.
24. The damage and harm done to the Guild organizing effort is irretrievable unless PERC takes immediate against the City to cease and desist. WSCCCE has used this opportunity to threaten Local 114 members with a loss of benefit and urged Local 114 member to withdraw their representation cards. Clearly, the City favors the position of WSCCCE and its eagerness to bargain with the City and oblige the City's interests.
25. By the suggestion that the Guild's petition can be modified the City of Bellingham I ndicates collusion with and the preference for a particular organization while a competing organization is vying to represent the bargaining unit
26. The City calling for a vote of Local 114 members is a blatant and continuing violation of the Status Quo prohibition and grossly interferes with bargaining unit member's rights to decide the representation question without fear of losing a benefit.
27. The setting of a deadline for acceptance of a proposal is a form of coercion employed to benefit the City by forcing bargaining unit members to choose between participation in a Guild election or losing a benefit. This action aligns perfectly with the actions and desires of WSCCCE to force bargaining unit members to make the same choice. Thus, clearly the City of Bellingham has favored WSCCCE in the upcoming "*Change of Representation*" election.

Remedy Requested

28. For the above reasons we respectfully request PERC take the necessary steps to defend the rights of employees to exercise the right to select a bargaining representative of their own choosing without interference or coercion by the City of Bellingham.
29. We request PERC issue an order finding the City of Bellingham has violated applicable law and has committed an unfair labor practice. We request PERC order the City of Bellingham to cease and desist all actions and take all appropriate measures to mitigate the harm done to Complainant.

Respectfully Submitted:

Dean Tharp/s

Organizer

Guild of Pacific Northwest Employees

From: Jael <jaelraek@gmail.com>
Date: October 22, 2019 at 2:51:27 PM PDT
To: Dean Tharp Personal <deantharp0@gmail.com>

From: Jael <jaelraek@gmail.com>
Subject: Fwd: Important Union Notice
Date: October 16, 2019 at 5:19:24 PM PDT
To: Dean Tharp Personal <deantharp0@gmail.com>, nick power <nickedpower@gmail.com>, James Grifo <jpg@grifolaw.com>

----- Forwarded message -----

From: **Amy Lathrop** <ajblathrop@gmail.com>
Date: Wed, Oct 16, 2019 at 4:52 PM
Subject: Fwd: Important Union Notice
To: Jael Komac <jaelraek@gmail.com>

Did you see this? Do you know anything about the October 29th deadline? Is this date cemented or can HR work with us on this?

I never got the email, Doug forwarded this to me.

-Amy

----- Forwarded message -----

From: **Doug** <doeglass@gmail.com>
Date: Wed, Oct 16, 2019 at 4:47 PM
Subject: Fwd: Important Union Notice
To: <ajblathrop@gmail.com>

----- Forwarded message -----

From: **C2everett** <C2everett@council2.com>
Date: Wed, Oct 16, 2019, 4:02 PM
Subject: Important Union Notice
To:

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“If you want to go fast, go alone. If you want to go far, go together.”

~ African Proverb

From: Dean Tharp <deantharp0@gmail.com>
Subject: Fwd: Benefits Renewal Meeting with Bargaining Groups
Date: October 17, 2019 at 1:18:27 PM PDT
To: nickedpower@gmail.com, JPG@grifolaw.com

Sent from my iPhone

Begin forwarded message:

From: Shayla Francis <slfrancis11@hotmail.com>
Date: October 17, 2019 at 11:50:07 AM PDT
To: "jaelraek@gmail.com" <jaelraek@gmail.com>, "deantharp0@gmail.com" <deantharp0@gmail.com>
Subject: Fwd: Benefits Renewal Meeting with Bargaining Groups

FYI

Sent from my iPhone

Begin forwarded message:

From: "Francis, Shayla L." <sfrancis@cob.org>
Date: October 17, 2019 at 11:42:46 AM PDT
To: "slfrancis11@hotmail.com" <slfrancis11@hotmail.com>
Subject: FW: Benefits Renewal Meeting with Bargaining Groups

From: Johnson, KayCee D. <kdjohnson@cob.org> ^[L]_[SEP] **Sent:** Thursday, October 17, 2019 11:24 AM ^[L]_[SEP] **To:** Bronson, Allysa D. <adbronson@cob.org>; Sullivan, Ameleah M. <amsullivan@cob.org>; Butela, Ryann T. <rtbutela@cob.org>; Beatty, Angela M. <abeatty@cob.org>; Singh, Parvinder K. <pksingh@cob.org>; Heinrich, Brian M. <bmheinrich@cob.org>; 'Joe Downes' <JoeD@council2.com>; 'Jennifer Thompson' <jennifer@231teamsters.org>; Bray, Katie N. <knbray@cob.org>; Almer, Donald L. <dalmer@cob.org>; Newell, Kate <knewell@cob.org> ^[L]_[SEP] **Cc:** Rasmussen, Justin J. <jjrasmussen@cob.org>; He Does It, Elizabeth A. <eahedoesit@cob.org>; Francis, Shayla L. <sfrancis@cob.org>;

miguelm@council2.com^[SEP] **Subject:** RE: Benefits Renewal Meeting with Bargaining Groups

Dear Union Leaders,

Since we met on Monday, we have received new information that has potential impact to the medical options that were presented for consideration. As shared in the meeting, due to existing collective bargaining agreement language, any deviation from the current plans requires consent of all participating bargaining groups (114, 114F, 114L, 231, FOP and WhatComm).

On Tuesday morning the City received a notice from the Public Employment Relations Commission (PERC) regarding a representation petition filed on behalf of employees represented by AFSCME 114. As outlined in [WAC 391-25-140\(4\)](#) the City is prohibited from bargaining with the unit while the petition is pending.

Unless the petition is resolved or modified prior to the amended decision deadline below, Option 3 (tier rebalancing and plan modifications to the \$250 & \$500 plans) will no longer be an available choice.

Therefore, the City requests that each group conduct ranked choice voting of their membership so the City can implement the unanimous choice that is available by the amended deadline below:

- Option 3 if all units agree including AFSCME 114
- Option 2 (tier rebalancing with no plan design changes) if all unions agree, excluding AFSCME 114
- Option 1 (status quo) if no unanimous decision occurs or if the unanimous decision is Option 1

Please note that because of this additional information, we have extended the notification deadline to 2pm on [Friday November 1st, 2019](#). When your group has made a decision, please email both Allysa Bronson and me. Thank you.

Please feel welcome to contact me if you have questions.

Regards,

KayCee

KayCee Johnson

Human Resources Services Manager

Pronouns: she/her/hers

City of Bellingham

104 W. Magnolia Street

Bellingham, WA 98225

Phone: 360-778-8234

Email: kdjohnson@cob.org

Website: www.cob.org/employment

Build your Career, Serve your Community

****My incoming and outgoing email messages are subject to public disclosure requirements per RCW 42.56****

FULL-TIME

2019 Non-Uniform Premera Current										
Coverage Type	2019 ER Contrib per Tier	Premera Heritage Plus PPO Zero Deductible		Premera Heritage Plus PPO \$250 Deductible		Premera \$500 2019 *NEW Heritage Plus Regence HF Equiv		Premera HDHP with HSA		
		Total Premium	EE Contrib	Total Premium	EE Contrib	Total Premium	EE Contrib	Total Premium	EE Contrib	City HSA Contrib
EE	657.44	782.61	125.17	715.49	58.05	652.52	-	471.03	-	186.41
EE & SP	1,305.01	1,532.73	227.72	1,397.67	92.66	1,296.86	-	905.72	-	399.29
EE & 1 CH	987.67	1,158.74	171.07	1,057.54	69.87	981.11	-	689.01	-	298.66
EE & 2 CH	1,317.92	1,466.70	148.78	1,337.61	19.69	1,309.71	-	867.48	-	450.44
EE SP & 1 CH	1,635.26	1,908.86	273.60	1,739.72	104.46	1,625.45	-	1,123.70	-	511.56
EE SP & 2+ CH	1,965.50	2,216.82	251.32	2,019.79	54.29	1,954.05	-	1,302.17	-	583.33

2020 Non-Uniform Premera Status Quo No Tier Rebalance OPTION 1										
Coverage Type	2020 ER Contrib per Tier	Premera Heritage Plus PPO Zero Deductible		Premera Heritage Plus PPO \$250 Deductible		Premera \$500 Heritage Plus		Premera HDHP with HSA		
		Total Premium	EE Contrib	Total Premium	EE Contrib	Total Premium	EE Contrib	Total Premium	EE Contrib	City HSA Contrib
EE	690.31	849.80	159.49	735.54	45.23	701.34	11.03	475.32	-	214.99
EE & SP	1370.26	1,667.94	297.68	1,438.02	67.76	1,396.78	26.52	914.35	-	455.91
EE & 1 CH	1037.05	1,260.04	222.99	1,087.76	50.71	1,055.91	18.86	695.48	-	341.57
EE & 2 CH	1383.82	1,595.92	212.10	1,376.17	-	1,409.66	25.84	875.73	-	508.09
EE SP & 1 CH	1717.02	2,078.18	361.16	1,790.24	73.22	1,751.35	34.33	1,134.51	-	582.51
EE SP & 2+ CH	2063.78	2,414.06	350.28	2,078.65	14.87	2,105.10	41.32	1,314.76	-	591.66

2020 Non-Uniform Premera Status Quo with Tier Rebalance OPTION 2										
Coverage Type	2020 ER Contrib per Tier	Premera Heritage Plus PPO Zero Deductible		Premera Heritage Plus PPO \$250 Deductible		Premera \$500 Heritage Plus		Premera HDHP with HSA		
		Total Premium	EE Contrib	Total Premium	EE Contrib	Total Premium	EE Contrib	Total Premium	EE Contrib	City HSA Contrib
EE	717.15	849.80	132.65	735.54	18.39	701.34	-	475.32	-	241.83
EE & SP	1397.1	1,667.94	270.84	1,438.02	40.92	1,396.78	-	914.35	-	482.75
EE & 1 CH	1062.1	1,260.04	197.94	1,087.76	25.66	1,055.91	-	695.48	-	366.62
EE & 2 CH	1344.61	1,595.92	251.31	1,376.17	31.56	1,409.66	65.05	875.73	-	468.88
EE SP & 1 CH	1742.05	2,078.18	336.13	1,790.24	48.19	1,751.35	9.3	1,134.51	-	591.66
EE SP & 2+ CH	2024.56	2,414.06	389.50	2,078.65	54.09	2,105.10	80.54	1,314.76	-	591.66

2020 Non-Uniform Premera Plan Modifications \$250/\$500 Deductible Plans with Tier Rebalance OPTION 3										
Coverage Type	2020 ER Contrib per Tier	Premera Heritage Plus PPO Zero Deductible		Premera Heritage Plus PPO \$250 Deductible		Premera \$500 Heritage Plus		Premera HDHP with HSA		
		Total Premium	EE Contrib	Total Premium	EE Contrib	Total Premium	EE Contrib	Total Premium	EE Contrib	City HSA Contrib
EE	717.15	849.80	132.65	704.67	-	662.07	-	475.32	-	241.83
EE & SP	1,397.10	1,667.94	270.84	1,375.89	-	1,315.47	-	914.35	-	482.75
EE & 1 CH	1,062.10	1,260.04	197.94	1,041.22	-	995.08	-	695.48	-	366.62
EE & 2 CH	1,344.61	1,595.92	251.31	1,316.80	-	1,325.91	-	875.73	-	468.88
EE SP & 1 CH	1,742.05	2,078.18	336.13	1,712.44	-	1,648.48	-	1,134.51	-	591.66
EE SP & 2+ CH	2,024.56	2,414.06	389.50	1,988.02	-	1,979.31	-	1,314.76	-	591.66

2020 HSA Family Maximum \$591.66/month

PART-TIME

2019 Non-Uniform Premera Current										
Coverage Type	2019 ER Max Contrib per Tier	Premera Heritage Plus PPO Zero Deductible		Premera Heritage Plus PPO \$250 Deductible		Premera \$500 2019 *NEW Heritage Plus Regence HF Equiv		Premera HDHP with HSA		
		Total Premium	EE Contrib	Total Premium	EE Contrib	Total Premium	EE Contrib	Total Premium	EE Contrib	City HSA Contrib
EE	657.44	782.61	125.17	715.49	58.05	652.52	-	471.03	-	186.41
EE & SP	1,305.01	1,532.73	875.29	1,397.67	740.23	1,296.86	644.34	905.72	434.69	186.41
EE & 1 CH	987.67	1,158.74	501.30	1,057.54	400.10	981.11	328.59	689.01	217.98	186.41
EE & 2 CH	1,317.92	1,466.70	809.26	1,337.61	680.17	1,309.71	657.19	867.48	396.45	186.41
EE SP & 1 CH	1,635.26	1,908.86	1,251.42	1,739.72	1,082.28	1,625.45	972.93	1,123.70	652.67	186.41
EE SP & 2+ CH	1,965.50	2,216.82	1,559.38	2,019.79	1,362.35	1,954.05	1,301.53	1,302.17	831.14	186.41

2020 Non-Uniform Premera Status Quo <u>No</u> Tier Rebalance OPTION 1										
Coverage Type	2020 ER Max Contrib per Tier	Premera Heritage Plus PPO Zero Deductible		Premera Heritage Plus PPO \$250 Deductible		Premera \$500 Heritage Plus		Premera HDHP with HSA		
		Total Premium	EE Contrib	Total Premium	EE Contrib	Total Premium	EE Contrib	Total Premium	EE Contrib	City HSA Contrib
EE	690.31	849.80	159.49	735.54	45.23	701.34	11.03	475.32	-	214.99
EE & SP	690.31	1,667.94	977.63	1,438.02	747.71	1,396.78	706.47	914.35	439.03	214.99
EE & 1 CH	690.31	1,260.04	569.73	1,087.76	397.45	1,055.91	365.6	695.48	220.16	214.99
EE & 2 CH	690.31	1,595.92	905.61	1,376.17	685.86	1,409.66	719.35	875.73	400.41	214.99
EE SP & 1 CH	690.31	2,078.18	1,387.87	1,790.24	1,099.93	1,751.35	1061.04	1,134.51	659.19	214.99
EE SP & 2+ CH	690.31	2,414.06	1,723.75	2,078.65	1,388.34	2,105.10	1414.79	1,314.76	839.44	214.99

2020 Non-Uniform Premera Status Quo <u>with</u> Tier Rebalance OPTION 2										
Coverage Type	2020 ER Max Contrib per Tier	Premera Heritage Plus PPO Zero Deductible		Premera Heritage Plus PPO \$250 Deductible		Premera \$500 Heritage Plus		Premera HDHP with HSA		
		Total Premium	EE Contrib	Total Premium	EE Contrib	Total Premium	EE Contrib	Total Premium	EE Contrib	City HSA Contrib
EE	717.15	849.80	132.65	735.54	18.39	701.34	-	475.32	-	241.83
EE & SP	717.15	1,667.94	950.79	1,438.02	720.87	1,396.78	695.44	914.35	439.03	241.83
EE & 1 CH	717.15	1,260.04	542.89	1,087.76	370.61	1,055.91	354.57	695.48	220.16	241.83
EE & 2 CH	717.15	1,595.92	878.77	1,376.17	659.02	1,409.66	708.32	875.73	400.41	241.83
EE SP & 1 CH	717.15	2,078.18	1,361.03	1,790.24	1,073.09	1,751.35	1,050.01	1,134.51	659.19	241.83
EE SP & 2+ CH	717.15	2,414.06	1,696.91	2,078.65	1,361.50	2,105.10	1,403.76	1,314.76	839.44	241.83

2020 Non-Uniform Premera Plan Modifications \$250/\$500 Deductible Plans <u>with</u> Tier Rebalance OPTION 3										
Coverage Type	2020 ER Max Contrib per Tier	Premera Heritage Plus PPO Zero Deductible		Premera Heritage Plus PPO \$250 Deductible		Premera \$500 Heritage Plus		Premera HDHP with HSA		
		Total Premium	EE Contrib	Total Premium	EE Contrib	Total Premium	EE Contrib	Total Premium	EE Contrib	City HSA Contrib
EE	717.15	849.80	132.65	704.67	-	662.07	-	475.32	-	241.83
EE & SP	717.15	1,667.94	950.79	1,375.89	671.22	1,315.47	653.40	914.35	439.03	241.83
EE & 1 CH	717.15	1,260.04	542.89	1,041.22	336.55	995.08	333.01	695.48	220.16	241.83
EE & 2 CH	717.15	1,595.92	878.77	1,316.80	612.13	1,325.91	663.84	875.73	400.41	241.83
EE SP & 1 CH	717.15	2,078.18	1,361.03	1,712.44	1,007.77	1,648.48	986.41	1,134.51	659.19	241.83
EE SP & 2+ CH	717.15	2,414.06	1,696.91	1,988.02	1,283.35	1,979.31	1,317.24	1,314.76	839.44	241.83

2020 HSA Family Maximum \$591.66/month

**BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION
STATE OF WASHINGTON**

Guild of Pacific Northwest Employees

 Petitioner/Complainant/Filing Party
 v.
 City of Bellingham

 Respondent/Responding Party

Case Number PERC #132172-E-19

CERTIFICATE OF SERVICE

I certify that I served a copy of this (*title of document*) Unfair Labor Practice Charge
 on all parties or their counsel of record on (*date*) October 22, 2019

To:	Name	KayCee Johnson			
	Organization	City of Bellingham	<input checked="" type="checkbox"/> E-mail	<input type="checkbox"/> First Class U.S. Mail	
	Address	104 W. Magnolia	<input type="checkbox"/> Fax	<input type="checkbox"/> Certified U.S. Mail	
	City, State, ZIP	Bellingham, WA 98225	<input type="checkbox"/> Hand Delivery	<input type="checkbox"/> Registered U.S. Mail	
	Email	kdjohnson@cob.org			
	Fax				
To:	Name				
	Organization		<input type="checkbox"/> E-mail	<input type="checkbox"/> First Class U.S. Mail	
	Address		<input type="checkbox"/> Fax	<input type="checkbox"/> Certified U.S. Mail	
	City, State, ZIP		<input type="checkbox"/> Hand Delivery	<input type="checkbox"/> Registered U.S. Mail	
	Email				
	Fax				
To:	Name				
	Organization		<input type="checkbox"/> E-mail	<input type="checkbox"/> First Class U.S. Mail	
	Address		<input type="checkbox"/> Fax	<input type="checkbox"/> Certified U.S. Mail	
	City, State, ZIP		<input type="checkbox"/> Hand Delivery	<input type="checkbox"/> Registered U.S. Mail	
	Email				
	Fax				

I certify under penalty of perjury under the laws of the State of Washington that the foregoing is true and correct.

Date signed and submitted October 22, 2019

Print Name Dean Tharp

Signature Dean Tharp s



From: [Dean Tharp](#)
To: [PERC Filing \(PERC\)](#)
Subject: ULP Charge Guild of Pacific Northwest Employees/City of Bellingham PERC #132172-E-19
Date: Tuesday, October 22, 2019 3:45:32 PM
Attachments: ULP Guild ULP V Bellingham.docx
ULP EXHIBIT #1 TEXT.rtf.zip
ULP EXHIBIT 2 C2 LETTER.rtf.zip
ULP EXHIBIT 3-A MED PLAN.rtf.zip
ULP EXHIBIT 3-B MED COST.pdf

>

> Attached please find a filing in PERC Case #132172-E-19 containing an Unfair Labor Practice Charge against the City of Bellingham submitted on behalf of the Guild of Pacific Northwest Employees.

>

> Sincerely,

>

> Dean Tharp

> Organizer

> Guild of Pacific Northwest Employees

> 360-303-8734

>

>

>

From: [Dean Tharp](#)
To: [PERC, Filing \(PERC\)](#)
Subject: Certificate of Service ULP PERC #132172-E-19
Date: Tuesday, October 22, 2019 3:55:38 PM
Attachments: Cert of-Service ULP City.pdf
