

STATE OF WASHINGTON

BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

WILLIAM KOZAK,)	
)	
Complainant,)	CASE 7978-U-89-1727
)	
vs.)	DECISION 3438 - PECB
)	
PORT OF PASCO,)	
)	
Respondent.)	STIPULATED ORDER
)	
)	

Flynn & Merriman, by Robert D. Merriman, Attorney at Law, appeared on behalf of the complainant.

McKinlay, Hultgrenn & Vanderschoor, by Edward H. McKinlay, Attorney at Law, appeared on behalf of the respondent.

On May 18, 1989, William Kozak filed a complaint charging unfair labor practices with the Public Employment Relations Commission, wherein he alleged that the Port of Pasco had committed unfair labor practices within the meaning of RCW 41.56.140. A preliminary ruling was issued pursuant to WAC 391-45-110 on June 21, 1989, finding that a cause of action existed for: "Interference and discrimination for having given testimony in proceedings before the Commission". A hearing was convened in the matter at Pasco, Washington, on December 19, 1989, before Examiner William A. Lang. At the outset of the hearing, the parties notified the Examiner, on the record, that they had resolved their differences. On February 12, 1990, the parties filed with the Commission a written stipulation and agreement for the disposition of the dispute. Having considered the matter, the Executive Director is satisfied that the stipulation and agreement of the parties should be accepted.

NOW, THEREFORE, it is

ORDERED

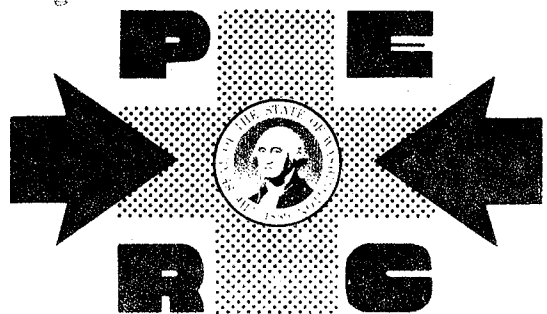
1. The "Stipulation and Agreement" filed by the parties in the above-entitled matter is accepted.
2. The Port of Pasco, its officers and agents, shall:
 - a. Post, in conspicuous places on its premises where notices to employees are usually posted, copies of the notice attached hereto. Such notices shall, after being duly signed by an authorized representative of the Port of Pasco, be and remain posted for 60 days. Reasonable steps shall be taken by the Port of Pasco to ensure that said notices are not removed, altered, defaced or covered by other material.
 - b. Notify the Executive Director of the Commission, in writing, within 20 days following the date of this Order, as to what steps have been taken to comply herewith, and at the same time provide the Executive Director with a signed copy of the notice required by this Order.

DATED at Olympia, Washington this 8th day of March, 1990.

PUBLIC EMPLOYMENT RELATIONS COMMISSION



MARVIN L. SCHURKE, Executive Director



PUBLIC EMPLOYMENT RELATIONS COMMISSION

NOTICE

PURSUANT TO AN ORDER OF THE PUBLIC EMPLOYMENT RELATIONS COMMISSION AND IN ORDER TO EFFECTUATE THE POLICIES OF RCW 41.56, WE HEREBY NOTIFY OUR EMPLOYEES THAT:

WE WILL NOT engage in conduct which directly or indirectly causes any employee to be treated discriminately or to be ostracized from the remainder of the work force, nor will the Port of Pasco condone actions by other employees of the Port of Pasco which has such effect.

WE WILL NOT interfere with restrain or coerce our employees in any manner in the free exercise of their rights guaranteed them by the Public Employees' Collective Bargaining Act.

DATED: _____

PORT OF PASCO

By: _____
Authorized Representative

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

This notice must remain posted for sixty (60) consecutive days from the date of posting and must not be altered, defaced, or covered by other material. Any questions concerning this notice should be directed to the Public Employment Relations Commission, 603 Evergreen Plaza Building, FJ-61, Olympia, Washington 98504. Telephone: (206) 753-3444.