

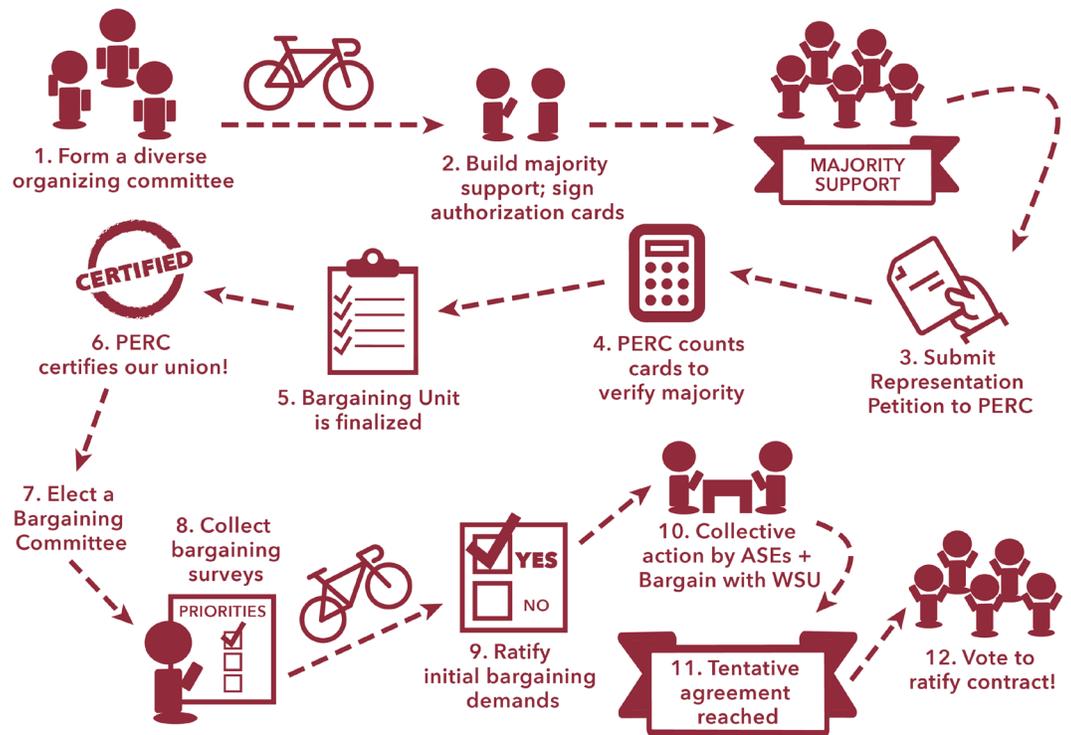
**GET THE
FACTS**

FORMING A UNION

- 1** ASEs form a diverse organizing committee to gather information and make a plan to form a union.
- 2** A majority of all ASEs (50% + 1) sign authorization cards indicating they would like to form WSU-CASE / UAW.
- 3** ASEs deliver their authorization cards to the Public Employment Relations Commission (PERC). PERC requests a list of ASEs from WSU to verify that all cards are valid and represent a majority
- 4** If PERC finds that a majority of ASEs have signed cards->
- 5** Then the bargaining unit is finalized, and->
- 6** PERC certifies WSU Coalition of Academic Student Employees / UAW, and ASEs can begin bargaining with the WSU administration.

Who are WSU Academic Student Employees (ASEs)?

ASEs are students employed by WSU to do instructional or research work. ASE is an umbrella term that includes Graduate Teaching, Research, Staff, Project, Veterinary Assistants; Tutors, Readers and Graders and any other student employee doing substantially similar work. RCW 41.56.205 establishes the scope of collective bargaining for these employees.



Union Authorization Cards

ASEs are asking our colleagues to sign union authorization cards. These cards say that ASEs want the union that they are forming — CASE-UAW / UAW — to represent ASEs in collective bargaining with the WSU. The authorization card explains the basics of the unionization and the bargaining processes; and describes whether, when, and how much ASEs might be asked to pay in dues after the union is formed and a contract is ratified.

Washington regulations require that each employee's "printed name, signature, job title or classification and the date on which each individual's signature was obtained" be present on union authorization cards. Cards are valid for one year after the date on which they are signed. Union authorization cards are confidential and will not be shared with WSU administration, faculty, or PIs.

Submitting the Authorization Cards along with a Representation Petition

Forming a union is a democratic process. When a majority of ASEs have signed authorization cards, WSU-CASE UAW will file the cards with the Washington Public Employment Relations Commission (PERC). Along with the cards, we will submit a Representation Petition asking PERC to count the authorization cards as proof of majority support. PERC will ask the WSU administration to provide a list of ASEs, and will verify that at least 50% + 1 of ASEs on that list have signed cards.

If less than 50% + 1 but more than 30% of ASEs sign cards, PERC may order an election. In an election, a simple majority of those who vote is sufficient to form a union. While we estimate there are around 2,000 ASEs, if only 1,000 of them vote then 501 ASEs would determine the outcome. Because that election is decided by a percentage of **voter turnout** rather than by a percentage of the total number of ASEs, union formation by card signatures is almost always a **more representative and more efficient** way of forming a union than an election would be.¹

ASE's Legal Right to Campaign

Washington State Law is clear that: "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."

The WSU Administration is free to express its opposition to WSU employees unionizing

Union Certification, Revocation, Decertification

Once PERC counts union authorization cards and approves the petition to form a union, PERC will "certify" WSU CASE / UAW as the union that represents all ASEs. Once certified, ASEs will elect a bargaining team and begin negotiations with WSU.

Any ASE can revoke or withdraw their showing of interest cards for the purpose of a card check by submitting a signed written request to PERC. ASEs can "petition to decertify or change unions" twelve months after certification of WSU CASE / UAW. Once ASEs and WSU Administration agree on a first contract, ASEs will also have the right to "petition to decertify or change unions during a 30 day 'window period'." The 30 day window period is determined by the expiration date of each contract.

More Information

If you'd like more information or to get more involved, you can ask an ASE who is helping organize WSU CASE / UAW, email us at contact@wsucase.org, or visit www.wsucase.org.

¹ Other Academic Workers, like Academic Student Employees (ASEs) and Postdocs at UW, have had union elections. A majority of each demonstrated their support for unionizing by signing authorization cards, but at the time those petitions were filed the law did not allow for certification upon such a filing and instead required the additional step of a representation election. For UW Postdocs, this step took approximately 6 additional months. For UW ASEs this step took approximately 2 additional years. In both elections, a large majority voted to form a union.

Since those elections in 2004 and 2017, the law governing union formation in Washington has changed to allow card check at the 50%+1 threshold. Virtually every group of public employees (like us) who have formed a union since then have done so through card check.