



STATE OF WASHINGTON
PUBLIC EMPLOYMENT RELATIONS COMMISSION

MICHAEL P. SELLARS, EXECUTIVE DIRECTOR

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March 6, 2025

Investigation Statement

Case 141266-E-24; University of Washington
Research Scientist Engineers Bargaining Unit

An investigation was held by email to obtain stipulations from the following participants:

Jacob Metzger and Amy Bowles, for the petitioner, Researchers United/UAW Local 4121.
Jennifer Mallahan, for the employer, University of Washington.
Emily K. Whitney, for the Commission.

1. The parties stipulated to the following during the course of the conference:
 - a. The Public Employment Relations Commission (PERC) has jurisdiction in this matter under chapter 41.56 RCW.
 - b. The petitioner, Researchers United/UAW, Local 4121, is a qualified bargaining representative under RCW 41.56.030(2).
 - c. The representation petition was timely filed on September 10, 2024.
 - d. The parties agree that there are no unfair labor practice charges that would block the representation petition.
 - e. The existing bargaining unit is currently described as follows:

All full-time and regular part-time employees of the University of Washington in the following job classes: Research Scientist/Engineer – Assistant; Research Scientist/Engineer – 1; Research Scientist/Engineer – 2; Research Scientist/Engineer – 3; Research Scientist/Engineer – 4; excluding confidential employees, supervisors, managers as defined by RCW 41.56.021(1)(b), employees covered by chapter 41.80 RCW, employees covered by chapter 41.76 RCW, and all other employees.

University of Washington, Decision 13519-C (PECB, 2023). If the Research Coordinator and Research Consultant were included in that unit, the bargaining unit would be redefined as follows:

All full-time and regular part-time employees of the University of Washington in the following job classes: Research Scientist/Engineer – Assistant; Research Scientist/Engineer – 1; Research Scientist/Engineer – 2; Research Scientist/Engineer – 3; Research Scientist/Engineer – 4; Research Coordinator; and Research Consultant; excluding confidential employees, supervisors, managers as defined by RCW 41.56.021(1)(b), employees covered by chapter 41.80 RCW, employees covered by chapter 41.76 RCW, and all other employees.

- f. The employer prepared the list of eligible employees. The correct list is dated February 3, 2025. The list of eligible employees is included below. To be an eligible voter, an employee must have been employed in the bargaining unit on February 3, 2025, and must remain an employee on the date of the tally.
- 2. PERC will conduct a card check. PERC will send an election notice for posting on the employer’s premises. If a showing of interest card was submitted for an employee, that showing of interest card will be used as a vote in support of representation. No ballots are sent to employees.

An employee can withdraw their showing of interest card on or before **March 17, 2025**.

The card check will occur no sooner than **March 18, 2025**.

- 3. The following matters remain in dispute between the parties:

The employer is challenging the inclusion of the following employees under RCW 41.56.021 exclusion or supervisory exclusion: Peter E. Anderson (RCW 41.56.021 exclusion), Kristin Follmer (RCW 41.56.021 exclusion), Bontu A. Mohammed (Supervisory exclusion), Kenneth A. Tapia (RCW 41.56.021 exclusion), Jacquelin Vandermeer (Supervisory exclusion), Danielle M. Woodward (Supervisory exclusion). PERC will make a determination on the disputed issue through proceedings held after the card check.

Any objections to this statement must be filed with PERC, in writing, within 10 days following the date of this letter, and a copy must be served on all parties. This statement reflects the parties’ binding stipulations and will not be modified unless good cause is shown.

PUBLIC EMPLOYMENT RELATIONS COMMISSION

By: 
EMILY K. WHITNEY, Representation Administrator

LIST OF ELIGIBLE EMPLOYEES

Abbey-Lambertz, Mark Francis	Beaulieu, Dalene Anne
Abdalla, Ghada A	Bechtel, Jared M
Adams, Alicia	Becker, Melissa
Afzal, Aysha	Beer, William N
Ahmed, Asma M	Bemer, Meagan J
Ahmed, Syeda Armana Fatima	Benally, Tia
Akahoshi, Douglas Toshio	Benson, Miranda
Al-Hareeri, Asal	Bentley, Madeleine
Alagala, Fern	Berger Levinson, Courtney Elyse
Allred, Ryan James	Bergerud, Morgan A
Almonte Nucico, Perla G.	Berglund, Ashley C
Alson, Julianna G	Bermet, Zoe A
Anderson, Amy	Billingslea, Katie
Anderson, Lisa Deanne	Bishop, Emma Jean
Anderson, Nathan Dane	Blake, Elizabeth M
Anderson, Peter E (Challenged)	Blakesley, Meghan N.
Andres, Gabriel Calvin Orden	Blanes, Chelsea Kayren Joy
Andris, Lydia Marie	Bossard, Emily L
Angeldekao, Allysson K	Braun, Alyssa Noriko
Ankenbauer, Emerson	Braun, Jacqueline M
Arend, Grace C	Bravo Acevedo, Perla
Arkharov, Denis	Brewer, Elena Grace
Armour, Courtney R	Briney, John
Arnold, Olivia Noelani	Brisk, Lilas
Ashford, Nathaniel K	Brolliar, Sarah M
Asirot, Mary Grace Escano	Broncheau, Mariette
Aung, Sai Win Kyaw Htet	Brot, Michelle D
Aurelio, Morgan C	Brown, Clare E
Ayers, Ernest	Bruckner, Kelly
Bandyopadhyay, Chiroree	Brumbaugh, Kaitlin Elizabeth
Banks, Samantha Nicole	Bryant, Mary Lynn
Baran, Jesica Dana	Budiawan, Elvira
Barber, Ryan M	Burke, Barbara Hill
Barker-Aderem, Sasha	Burke, Winthrop M.
Barnett, Jacqueline K. K.	Burns, Tansy
Barreto, Joharis	Buth, Erin J
Bathan, Andrew Joseph	Cadiz, Kimberly R
Bauer, Karin M	Cagley, Martha A
BAUMAN, KANDI	Campos, John S
Bearbow, Victoria	Cantor, Leah
Beasley, Hannah	Casselmann, Gabriel

Caucutt, Jason S.
Ceballos, Natalie Marie
Cercy, Kelly M
Chadwick, Kelly
Chan, Joy F.
Chan, Wai Pang
Chancellor, Ann Margaret
Chandler, Cassandra
Chang, Donna M.
Chang, Evangeline
Chapman, Kinsey
Charles, Christopher
Chase, Erin
Chastain, Tanner
Chau, Bonny
Che, Felicia
CHEN, SHIRLEY
Chen, Wen Wen
Childs, Jennifer
Cho, Grace
Claassen, Kieran Lyndsey
Clark, Carlyn
Clark, Erica
Clark, Macel M
Cleghorn, Whitney M
Clein, Alisa C
Cleveland, Aliyah N
Coe, Sandra J
Cohen, Deborah B.
Collins, Ethan M
Collins, Vaughan Kathleen
Combs, Paige M
Conrad, Nathan P
Contreras Ruiz, Gricelda
Cooper, Jordan M
Cortez, Karina
Costello, Amber N
Cotta, Nicholas
Couzens, Chaylin K
Covert, Holly
Cox, Madison S
Cragg, Kasey
Crollard, Allison M
Croteau, Gerald
Culpepper, Kristina
Cunningham, Amy L.
Curran, Mary
Curtin, Laura F
Dakhil, Sumia N.
Darcey, Catherine A
Dargie, Nitsuh K
Dastan, Indira
De La Cruz, Jakar
De La Rosa, Elsie
Dearborn, Logan Charles
Deisher, Andrea D
Del Castillo, Debra
Demmerle, Ellen Margaret
Dempsey, Jennifer Cather
Desimone, Katarina Anna
Devries, Ella G
Deyle, Amy Elizabeth B
Diakhate, Mame
Diaz, Marta M
Dill-Mcfarland, Kimberly A
Dillabaugh, Alexander
Dimmich, Stacy
Ding, Lien-Chieh L
Dixon, Danielle Ericka
Dizon, Jerlin Joshua Ram
Do, Huyen H.
Donahue, Michael
Donnelly, Ryan Brett
Downey, Lois M.
Drager, Zach
Drolette, Linda M
Drown, Laura
Du, Hongyan
Duane, Maureen V
Dumenigo Jimenez, Ariana
Duong, Christina
Duprey, Joseph D
Eagle, Paige
Earl, Lucas J
Edelson, Jane
Egashira, Leo
Elias Warren, Annalyse Nicole
Elmore, Andrea

Enright, Erika A.
Erstad, Rachel J
Evans, Chad W
Falken, Grace Tillery
Farris, Kristen M
Faulkner, Carolina M
Favet, Marissa
Felder, Wendy
Fenelon, Hannah
Ferro, Lori J.
Feutz, Erika
Fey, Curran W.
Fish, Brian E
Flaster, Aaron P.
Flint, Lisa Y.
Flores, Jaqueline A
Fogel, Camille
Follmer, Kristin (Challenged)
Fong-Gurzinsky, Jacob Edward
Fox, Rebecca Erin
Franich, Sarah L
Franklin, Leah N
Franko-Filipasic, Nicholas Macklin
Gaffney, Angela M
Galagan, Sean
Gallagher, Christian H
Gao, Lucy Yue
Garrett, Zoe
Gatsby, Ashton L
Gausman, Daria N
Gest, Amy L.
Ghosh, Donetta L
Gil Menchaca, Darinka
Gill, Zachariah Timothy
Gionet, Nicholas J
Girma, Meron Ayele
Gomez, Lauren
Grabow, Cole
Graham, Lila
Grande, Sofia
Grassy, Zoe
Grayson, Lynniah C
Green, Sarah A
Grete, Ambrazeviciute
Griffith Fillipo, Isabell R
Griffith, Kristin Ann
Griffith, Margaret A
Grifford, Vanessa
Grossfeld, Trenton S
Grosvenor, Dane A
Grover, Tess A
Gunaje, Navya B
Gupta, Ayushi
Haight, John R
Haile, Helen
Hale, Gabrielle
Hanneld Cooper, Jennifer E
Hansen, Kjell H
Hanson, Koren G
Hara-Hubbard, Kelianne
Hariharan, Vibha
Harrington, Marcy
Harrison, Linda Sue
Hart, Lena D.
Harte, Rachel A
Harvey, Michelle
Hawkins-Gerde, Virginia J
Heald, Macon Ashley
Healy, Elise
Heffernan, Kelly S.
Heimonen, Jessica Theresa
Henriksen, Jonathan C
Hensel, Jeniece Marie
Herodes, Megan
Hihara Olling, Bridget Aiko
Hill, Elex Charl
Hinton, Mitchell G
Ho, Astoria
Hoffman, Elise Victoria
Hoffman, Stacey Fuller
Hofstetter, Alexander K
Hogl, Laurie A.
Holcomb, Chenee Noelle
Hollcroft, Madison Rebecca
Holt, Sarah K
Holzhauer, Katherine J
Honardar, Marzieh Roza
Horwitz, Ryan J

Howard, Shalynn R
Huang, Ching-Hsuan
Hull, Emily
Huntley, Bethany M
Huot, Lytieng
Hutchison, Catherine E.
Iguel, Kawser H
Ingalsbe, Michelle Hansten
Ingram, Jonathan B
Ireland, Alec
Ishado, Emily
Ismach, Alan
Isquith, Daniel A
Jackson, Matthew K
Jacobson, Angela L.
Jager, Lauren P
Jain, Vidhi
Jajko, Shannon K
James, Adrienne
Jannat, Samia
Jelovich, Jennifer Louise Steele
Jhuraney, Ankita
Johnson Blanchard, Michaela G
Johnson, Jessamy E
Jones, Ashtyn
Jones, Elane
Jones, Evelin N
Jones, Jack
Jones, Katelyn
Joyeux, Cienn N
Juico, Clare A.
Jun, Grace
Kaci, Ariana
Kadakia, Arya
Kalista, Erica
Kannan, Nithya
Kao, Eric Yikay
Karina, Anna S
Kashima, James Tetsuro
Kauffman, Mandy
Kawase, Saya
Kehne, Theresa
Kelly, Alyssa
Kemp, Megan
Kennedy, Madison Arza
Khan, Marium Narejo
Kim, Priscilla J
Kim, Sung Min
Kim, Trina
Kipp, Jessica A
Kippels, Susan
Klansnic, Kristin J.
Klein, Lauren
Knapp, Sierra
Knoernschild, Megan Alexandra
Koenig, Hannah G
Kolb, Suzanne
Konodi, Mark A
Kovacich, Katherine M.
Kucklick, Anne E
Kuhner, Mary K
Kunsman, Robyn M
Kyle, Ryan P
Lake, Brian James
Lan, Kristine Fang-Lin
Lane, Liam
Larsen, Ray James
Latorre, Joseph T
Lauck, Carly
Lauff, Amber
Launchbury, Kelsey
Le, Bianca
Lee, Da Hye
Lee, Johnna Beth
Legg, Lindsay M.
Leistritz, Dru F.
Lenn, Meena Rebecca
Leon, Alejandra
Leroux, Melissa E
Leslie, Amber J
Li, Isabella Wah
Li, Sophie
Lim, Lee Lee
Lin, Aaron
Lin, John
Lin, Prisca Kuanting
Lindsey, Jacqueline K
Linke, Lori

Liston, Nancy M
Liu, Elizabeth
Liu, Ted
Liu, Xiaomeng
Liu, Ying
Lograsso, Joseph D
Londono, Katalina
Lopez, Katherine Isabel
Louie, Min Faye
Love, Rashida N
Lum, Dawn
Lutze, Sylvia
Ly, Paul
Macdonald, Meg M.
Machado, Kimberly R
Macmillan, Melissa Pearlman
Mada, Raesibe T
Maddox, Craig
Magedson, Ariana
Mah, Deeqa
Makhkambaeva, Gulchekhbra
Maki, Marcella E.
Malinski, Cheryl
Mallon Andrews, Kasey H
Manahan, Linda
Mandava, Patali
Manhardt, Enna
Mann, Victoria L
Manoj, Meghna
Marfatia, Zarna
Marriott, Julia
Martinez, Bernardo
Marts, Erika
Mashadi-Hossein, Melissa
Maslenikov, Katherine
Masud, Manal
Mata-Diaz, Sandra
Matsumura, Kristi
Maurice, Megan R.
Mayotte, Caitlin
McCaffrey, Kathryn May
McCarthy, Cassidy
McClain, Carmen
McClellan, Lindsey Marie
Mcdonald, Devon
Mcdougall, Jessica M.
Mcgee, Elisa A.
Mckinnon, Jessica C
Mclaughlin, Oma J
Mcmullen, Kara A
Mcneal, Molly
Mcowen, Helene L
Mehl, Dana
Mehta, Nidhi
Merelas, Sophia M
Mesher, Audrey D
Mihara, Tomiko Christine
Miller, Angela
Miller, Zachary C
Mincer, Shawn
Miranda, Gary A
Mizrahi, Julia
Mohammed, Bontu A (Challenged)
Mohanty, Risika
Mondoy, Carly
Moomey, Kimberlee
Moore, Adrienne R
Morin, Niall P
Morris, Karolyn K.
Morrison, Susan A.
Morton, Elizabeth J
Murphy, Emma
Muth, Lisa D
Nakano, Connie
Neff, Philip J
Nekkanti, Tejaswi
Nemchik, Katrina R
Ng, Debbie M.
Ngo, Lawrence
Nguyen, Helen Anh
Nguyen, John
Nguyen, Vina C
Nguyen, Vivian Thuy
Nielsen, Elizabeth L.
Niemann, Lisa Alexandria
Nolen, Elspeth
Novotney, Amanda L
Nye, Emily G

Obara, Emmi E.
Ochoa, Adriana
Oleksiak, Joseph
Olenja, Jessica
Olvera, Joe A
Omar, Jawaahir M
Omer, Sabrina
Orton, Caitlin
Osborne, Rachel
Oshima, Emiko
Pagtakhan, Sheila Marie
Palmandez, Pablo H
Palmer, Julia K
Pan, Belinda
Pandey, Rajee
Paolucci, Sarah Anne
Paone, Katerina
Park, Hunjin Ryan
Paulsen, Thomas C
Payne, Cathryn E
Peacock, Susan L
Pearce, Jade
Pearson, Sara B
Perez Cervera, Adriana
Pettes, Maya A
Phillips, Jamie Michelle
Piepmeier, Logan Andrew
Pike, Kenneth
Pike, Mindy M
Pimentel, Kristi Denise
Pinke, Noah T
Polushina, Veronika N
Porter, Julie M
Pothan, Lincoln Celeste
Poveda, Ivonne
Prabhu, Roshni Sohan
Prado, Maria
Price, Brittany
Pylarinou-Sinclair, Evgenia
Pytel, Christina C
Qiu, Qian
Qiu, Wan Chong
Quach, Victoria
Quinn, Mackenzie
Ramachandran, Harini
Ramirez, Vickie
Randazza, Juliette
Ranjan, Alice P
Ravi, Varuna
Ravichandran, Ramya
Reed, Anna
Reinhold, Nancy E.
Reisch Osterman, Lisa
Reusch, Angela M
Rios Avila, Luisa F
Robichaux, Julie
Robinson, Annalivia
Robles, Susan Rachel
Rodriguez Martinez, Armando E
Rojina, Janet A
Rosas Perez, Brayon L
Rosenblad, Emily Jane Curran
Rothen, Marilynn Louise
Rouvere, Julien
Roy, Ananya
Roy, Sydney
Ruben, Molly
Rubin-Saika, Mayumi J
Ruiz, Alexander
Ryan, Martha
Sabo Muller, Larissa
Salem, Rana
Salls, Ryan C
Sanghavi, Rhea Taraneh
Sargent, Christina Lorraine
Sathe, Ketki Ravindra
Saugstad, Michael S
Sawant, Dhanashree
Schaafsma, Torin T
Schisel, Jessica H
Schoedl, Katelyn M
Schoenfeld, Marcus S.
Schubert, Carol Ann
Schultes, Olivia Lang
Schwarz, Melanie K
Segar, Karen E
Segnitz, Richard M
Sekhon, Mandeep K

Serber, Daniel
Seth, Emmaline Flora
Shaikh, Mariyam K
Shan, John Y
Shands, Mary Ellen
Shang, Elizabeth
Shanta, Jessica
Sharrock, Katherine C.
Sherman, Matthew F
Shire, Ayan A
Shucard, Hannah Lydia
Shuster, Emma M
Sidhu, Jasmanpreet K
Singh, Akanksha
Sloan, Kerri L
Small, Christopher A
Smersh, Monica
Smith, Laurie F.
Smith, Mary
Smith, Whitney L
Smith-Stewart, Timothy
Smith-Weller, Terri
Soliz, Stephanie L
Soltani, Maryam
Sommerland, Olivia Mae
Sorensen, Melanie Marie
Sosa, Joel E
Spencer, Loan
Stefanowicz, Adele M
Stein, Gabrielle Ellen Celia
Stewart, Bianca
Stewart, Nia L
Strait, Michelle M
Su, Elizabeth Daiyun
Swanson, Marlys
Szewczyk, Warren
Szumski, Samantha E
Tabisola, Heather Mcrae
Tadess, Beza
Tapia, Kenneth A (Challenged)
Tappan, Kristen A
Taylor, Emily Margaret
Taylor, Kayla
Taylor, Sarah D
Tennison, Mackenzie E
Thirion, Marissa L
Thur, Laurel A
Tian, Xiaowei
Tobey, Cara Lind
Toler, Patrick F
Tong, Catherine
Torres, Jon M
Torrez, Kathryn Felix
Townsend, Richard
Tran, Nguyen Thanh
Travis, Seth
Trignano, Sarah B
Tumy, Meagan Renae
Tuon, Madeleine C
Turner, Morgan
Tushinski, John
Udren, Jenna I
Ullrich, Taylor
Ungar, Anna M.
Vahora, Karishama I
Van Pelt, Marina Jazz
Vandermeer, Jacquelin (Challenged)
Vardaro, Michael F
Velonjara, Julia L
Velo, Danielle
Vick, Kristin E
Viray, Katie Anne
Vu, David
Vuletic, Simona
Vyas, Rutu D
Wallaia, Aya
Walsh, Jessica A
Walter, Theresa
Wang, Jin
Warsame, Asha
Weiss, Jeffrey M
Wellnitz, Sara A.
Wells, Bailey Alexis
Wenger, Seth M
Westland, Tian Ahn L
Wettemann, Courteney Hope
Wetzler, Erica Anne A
White, Cailin Ferguson

White, Daryn A
Whiting, Erica L
Whitson, Anastasia
Whittinghill, Jonathan
Wicklander, Kaitlin
Williams, Brittany
Williams, Patrice A
Willis, John E
Willis, Michael J
Wilson, Ann Elise-Jordan
Wilson, Gregory J.
Winter, Kathy L.
Wise, Sheila J
Wittowski, Claire Louise
Wolf, Claire E
Wolf, Glenna R
Won, Jason Sol
Woo, Bo Y
Woo, Brianna Yen
Woodman, Samantha M
Woodward, Danielle M. (Challenged)
Workman, Tomomi
Wornstaff, Jasmine N
Wright, Charles W
Wright, Lynette M
Wu, Ashley
Wu, Rui
Yamane, Mark T
Yano, Marielle L.
Yeh, Theresa H.
Yeung, Winnie S
Yoshioka, Emily Anne-Hosoe
Young, Kristi Ellen
Young, Lilly
Younglove, Lisa
Yousefiasl, Maryam
Zahlis, Ellen Hooper
Zdancewic, Megan A
Zhou, Brianna
Zhu, Tong
Zielinski, Aaron Michael
Zimmerman, Marisa S
Acidera, Joshua Colin
Akhmedova, Madina
Bako, Kimberley A
Bletz, Forest
Cerulli, Jennifer L
Chan, Maxine
Chen, Melanie
Choi, YUNSU
Cutler, Naomi
De Leon, Mary Rosalynn B.
Elkort, Katherine M
Esbenshade, William Lief Evison
Fujinaka, Kenji Min Chong
Gregersen, Katherine Jane
Guevara Martinez, Nathalie
Hawk, Oakley R
Huynh, Ben D
Jones, Elizabeth E
Kempthorne, Leslie P.
Kim, Moo-Hyun
Kulkarni, Sanika V
Lapatra, Tess
Layman, Leif Mitchell
Lee, Daehee
Lee, Isabella M.
Leger, Valerie
Li, Casey Y
Liddell-Quintyn, Esprene
Lin, Yung-Ling
Luce, Alexandra
Mccarthy, Clare C
Mehta, Varun
Miglani, Jasroop Kaur
Miller, Isaac
Mohamed, Ikram A
Nabatanzi, Christine
Neal, Elliott C
Nez, Steven
Nguyen, Priscilla
Opiyo, Tamera Kaycie
Perry-Thornton, Amari Syrene
Reusch, Jacob F
Ritchie, Natalie
Sanchez, Jessica Elizabeth
Seshaiah, Talia
Singh, Sarabjeet

Son, Hyaе Sung
Sparks, Gillian
Subba, Arushi
Sullivan, Florence Anne Pieter Marie
Taniguchi, Ruth
Tesema, Lidya T
Torres, Brandon
Treyens, James C
Tsao, Catherine
Tu, Alison
Unsworth, Molly Louise
Vitruk, Olga
Wasmund, Erica A
Webb, Mary Frances
Wilkey, Ellen
Wu, Yuxin
Yasuda, Sarah Mamiko
Yun, Crystal Soo Jung



RECORD OF SERVICE

ISSUED ON 03/06/2025

INVESTIGATION STATEMENT has been served electronically by the Public Employment Relations Commission to the parties and their representatives listed below. If no email address was provided, a paper copy was sent to the mailing address.

BY: DEBBIE BATES

CASE 141266-E-24

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