

REPRESENTATION PETITION NOTICE

ISSUED: 5/15/2026

CASE NUMBER: 145258-E-26

A petition has been filed to SELECT a union to represent employees for collective bargaining at the UNIVERSITY OF WASHINGTON.

A copy of the petition is attached.

An investigation will be conducted to determine whether these employees choose to be represented by the UNION OF AMERICAN PHYSICIANS AND DENTISTS.

The Washington State Public Employment Relations Commission is responsible for the impartial administration of certain state collective bargaining statutes and does not endorse any choice in the proceedings.

AS AN EMPLOYEE YOU HAVE THE RIGHT TO

- self-organize, join, or assist labor or employee organizations.
- bargain collectively through a representative of your choice.
- refuse to pay dues to a union unless you have affirmatively agreed to make such payments.

DURING ORGANIZING, THE EMPLOYER OR UNION CANNOT ATTEMPT TO INFLUENCE THE EMPLOYEES' CHOICE OF REPRESENTATION BY

- threatening with loss of jobs or benefits, physical force, or violence.
- discharging employees in connection with union activity.
- promising benefits of wages, hours, or working conditions.
- misstating important facts when the other party does not have a fair chance to reply.
- forcing employees to attend or listen to a campaign speech in the period beginning 24 hours before the election period opens through the election date.
- suggesting that the Commission or its procedures favor any choice.

More details will be sent to employees or posted regarding further proceedings. For more information about your rights under state law, visit perc.wa.gov/elections.

**THIS NOTICE MUST BE POSTED WHILE THE PETITION IS PENDING
AND MAY NOT BE ALTERED, DEFACED, OR COVERED.**



REPRESENTATION PETITION

Case 145258-E-26

PARTIES

Employer: University of Washington **Petitioner:** Union

Filing Party: Union of American Physicians and Dentists **Petition Type:** New Organizing

Incumbent Union:

EXISTING BARGAINING UNIT

If a collective bargaining agreement (CBA) exists, most recent end date:

Existing Bargaining Unit: **Number of Employees:**

PROPOSED BARGAINING UNIT

Proposed Bargaining Unit: see attachment **Number of Employees:** 100

PARTY REPRESENTATIVES

Name, Title, and Organization	Contact Information	Representing
Richard McPalmer Attorney Union of American Physicians and Dentists	1375 55th Street Emeryville, California rmcpalmer@unioncounsel.net	Union of American Physicians and Dentists
Jade Hirsch Labor Relations Representative University of Washington	4320 Brooklyn Avenue NE Seattle, Washington jademcke@uw.edu	University of Washington

SUBMISSION & SERVICE

Special requests related to case processing or reasonable accommodation:

Submitter Name: Heidi Webb for Richard McPalmer **Submitter Email:** hwebb@unioncounsel.net

Submitter Title: Legal Assistant **Date Submitted:** 05/15/2026 at 1:15 PM

System Service:* Yes

**If yes, the submitter elected to use the system to serve the other parties.*

All full-time, part-time and per diem Nurse Practitioners and Physician Assistants employed by the University of Washington and located at Fred Hutchinson Cancer Center facilities at the following addresses:

1354 Aloha St. Seattle, WA 98109; 820 Yale Ave. N. Seattle, WA 98109; 1570 N. 115th St. Seattle, WA 98133; 1959 NE Pacific St. Seattle, WA 98195; 1560 N. 115th St. Level G, Suite G16 Seattle, WA 98133-9733; 19917 Seventh Ave. NE Poulsbo, WA 98370; 1740 NW Maple St. Issaquah, WA 98027; 12040 NE 128th St. Kirkland, WA 98034; 1135 116th Ave NE Suite 250 Bellevue, WA 98004; 1100 Fairview Ave. N. Seattle, WA 98109; 1209 Valley St. Seattle, WA 98109