

# UNION ELECTION PROCESS FOR L&I INTERPRETERS

## STEP 1: ORGANIZING

The first step in forming a union for L&I Interpreters is organizing. For the last several years, Interpreters United (WFSE) has organized across the state. We have reached out to hundreds of L&I interpreters about the issues we face in our profession, not limited to but including:

- Unfair appointment distribution
- No hourly minimums per appointment
- No reimbursement for no-shows and late cancellations
- No protection against Claw Backs

**We have communicated how they can put an end to these injustices and build a fair future for our profession by organizing for power with Interpreters United (WFSE).**

We have collected hundreds of authorization cards from interpreters to show we have the support to form a union.

But there is still more work to do.

## STEP 2: FILING

The next step will be to file to have a union election with the Public Employment Relations Commission (PERC), the state agency in charge of union elections. To begin a union election, PERC must receive authorization cards from:

### **30% of the Eligible Bargaining Unit**

- The bargaining unit in this campaign is interpreters who have taken an L&I appointment on or after January 1, 2019.

### **Current Supporters**

- To be valid, an authorization card must be less than one year old from the date of the filing. Authorization cards expire after one year.

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## STEP 3: VOTING

After a group collects and files authorization cards from at least 30% (or more) of the eligible L&I interpreters, PERC begins the process – which can sometimes take quite a while – of planning for an election.

**Interpreters United (WFSE) is not trying to file with the minimum number of cards needed. We know what it takes to build a strong union of interpreters.**

We will collect cards of support from as many interpreters as possible so we can negotiate with L&I from the strongest possible bargaining position.

- To win a union election and become the legal representative of a group of workers, the winning labor organization needs the votes of 50%+1.

## WHERE ARE WE NOW?

**The L&I Interpreters campaign is still in the Organizing phase.**

1. No group has shown support cards signed by 30% of L&I Interpreters.

WA Interpreters (WAI) filed a petition with PERC in November to trigger a union election, but in December, PERC announced that WAI had less than the required 30% support. We found out that WAI had filed with just 12.5%. \* On February 10, 2021 we met with PERC and learned that WAI still had not reached 30% support based on the most recent eligibility list provided by L&I. PERC will look into alleged discrepancies regarding the lists to make a decision on the WAI petition and how to move forward.

**You don't build a strong union by filing with the bare minimum (or less) support needed.**

2. Interpreters United (WFSE) is in the lead with the greatest number of supporters from both valid L&I interpreters and all other interpreters.

We will continue to do the hard but necessary work of reaching out to each and every interpreter. We will file for an election the right way – with maximum support, not the bare minimum.

[SIGN YOUR AUTHORIZATION CARD.](#)

## WHAT IF I ALREADY SIGNED AN AUTHORIZATION CARD?

We may contact you again to “refresh” your authorization card.

PERC rules state that authorization cards expire after one year. In campaigns like this one that take a long time due to the large size of the group, supporters often must sign authorization cards multiple times. Thank you for your continued support!

[REFRESH YOUR AUTHORIZATION CARD.](#)

\* Information received via a Public Disclosure Request to the Public Employment Relations Commission. Jan 7, 2021.