

Trey.bland (Thu, 18 Jul 2019 at 2:53 PM)  
to: "PDC Support" <pdcc@pdcc.wa.gov>  
cc: angie.haisch@apollomech.com

Good Afternoon Mx. Blackhorn, First I want to apologize for the introduction of Mr. in the voicemail I left you. I did not know the meaning of Mx., I should have looked that up prior to leaving you a message.

I want to give you a short Apollo history on the Alleged violations in the PDC Case Number 54746. Earlier this year these Allegations started with Local 598. During the Feb-March time frame, Apollo implemented Annual signature sheets for current employees. Since then we have implemented a PAC New Hire Authorization for 598 employees..

Both blank forms are attached. Apollo had all Local 598 employees who's dispatch date was prior to 1/1/2019 fill out and sign the Annual notification. (copies of these were forwarded to Mr. Nelson 6/28/19)

Apollo also had all Local 598 Employees dispatch after 12/31/2018 that were still employed by Apollo in March and the employees terminated prior to march we could get in touch with, fill out our New Hire Authorization, similar to one provided by Local 598. (Copies of these have not been given to Mr. Nelson)

Mr. Nelsen's latest request of Forms were centered around the Local 598 Dispatch Form. The Local 598 Dispatch form is generated and solely controlled by Local 598. Of the Names he requested, we had three dispatch forms which were pages 55, 59, and 68 of the documents Apollo provided to Mr. Nelsen.

If you would like copies of all signed forms, we will gladly get them to you. If so, let me know if you want them mailed or emailed.

It is Apollo's intent to conform with all Washington State RCW's and WAC's. We believe we have done our due diligence on this subject. If you feel we have not, please help us so we can put this issue to rest.

**Please return this form to payroll before 3/31/19**  
**ATTACHMENT #1**

**ANNUAL NOTIFICATION CONCERNING  
WITHHOLDING FUNDS FOR 598 PAC**

As required by the State of Washington administrative code, WAC 390-17-110 please be advised that neither UA Local 598, nor any signatory contractor, may or will discriminate against you in the terms or conditions of your employment for (1) failing to contribute to the PAC, (2) failing to support (or oppose) the PAC, or (3) in any way supporting or opposing a candidate, ballot measure, political party or political committee.

If you have voluntarily authorized PAC contributions, you may rescind that authorization at this, or any, time. As you are aware, so that the common interests of Local 598 members to secure jobs, fair wages, and safe working conditions can be heard by state and federal candidates for office, you have previously voluntarily authorized your employer to deduct 0.70% (0.0070) of your weekly gross pay to be contributed to the PAC.

Should you wish to discontinue this voluntary contribution to the PAC via payroll deduction, at any time, you may contact your employer or, UA Local 598 in writing at 1328 Rd 28, Pasco, WA 99301.

I acknowledge receipt of the above notice to ensure my local union and employer are in compliance with Washington State law:

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Note: A copy of this form shall be retained by Local 598 and your employer for at least five years.

## HIRE-IN AUTHORIZATION TO WITHHOLD FUNDS FOR 598 PAC

You have the right to determine if you want to have a pre-determined percentage withheld from your weekly paycheck to help fund the Local 598's PAC fund.

The State of Washington has a WAC 390-17-110 that addresses withholding provisions as they relate to PAC funds. Below is a portion of that WAC.

- 1) (a) By June 30, 2003, and at least annually by June 30 thereafter, employees from whom funds are being withheld for contributions to a candidate or political committee under RCW 42.17A.495 shall be notified, in writing, of the nondiscriminatory provisions of RCW 42.17A.495(2). Employee notification shall include the following language:

**'No employer or labor organization may discriminate against an officer or employee in the terms or conditions of employment for:**

**(i) The failure to contribute to;**

**(ii) The failure in any way to support or oppose; or**

**(iii) In any way supporting or opposing a candidate, ballot proposition, political party, or political committee.'**

Everyone who has been dispatched by 598 to an employer has language on their dispatch that authorizes the employer to withhold certain percentages from their weekly paycheck as deductions, which are after-tax dollars. These are not fringes. It is your right to determine which items are withheld and not withheld as a deduction. If you sign the dispatch slip without making any notation in the authorization area and initialing the notation the employer will withhold per the CBA and the signed dispatched.

In this same area is language that will allow an employee to opt out or in on an annual basis. If notice is not given the authorization automatically renews for another year. If employed with **Apollo Mechanical Contractors** we will provide an annual notice for signature.

Below is the individual authorization confirmation for **Apollo Mechanical Contractors** to either withhold funds for the 598 PAC, currently at .70% of your weekly gross pay, or to not withhold funds for the 598 PAC. While Apollo Mechanical Contractors believes authorization has been given and language on dispatches covers the employee's right to opt in or out **Apollo Mechanical Contractors** is clarifying the individual employed 598 member's intent as it pertains to Local 598's PAC fund.

I, \_\_\_\_\_ authorize Apollo Mechanical Contractors to

Employee Name - Printed

\_\_\_\_\_ withhold 598 PAC funds from my weekly paycheck.

\_\_\_\_\_ **Not** withhold 598 PAC funds from my weekly paycheck.

\_\_\_\_\_  
Employee signature

\_\_\_\_\_  
Date