



City of Seattle

Edward B. Murray, Mayor

Finance and Administrative Services

Fred Podesta, Director

March 3, 2017

Dawn Gearhart
Teamsters Local 117
14675 Interurban Ave. S., Ste. 307
Tukwila, WA 98168

Dear Ms. Gearhart,

Thank you for submitting Teamsters Local 117's application to be designated as a qualified driver representative (QDR). After careful review and consideration of the application and related materials, I am pleased to designate Teamsters Local 117 as a QDR for the purposes of seeking to organize and represent for-hire drivers.

FAS staff reviewed the Teamsters Local 117's application and related materials, including a Feb. 17 letter from Drive Forward opposing your application and your Feb. 28 response to that letter, against the five qualifications outlined in Director's Rule FHDR-2, Application Process for Designating a Qualified Driver Representative. The FAS director concludes the following:

1. Based on a check of the Washington Department of Revenue's business license database, Teamsters Local 117 is registered with the Washington Secretary of State as a nonprofit corporation.
2. Based on a review of its bylaws, Teamsters Local 117 has language that gives for-hire drivers the right to be members of the organization and to participate in democratic control of the organization.
3. Based on a review of its written statement and example collective bargaining agreements and conversations with its organizational references, Teamsters Local 117 has experience in and a demonstrated commitment to assisting stakeholders in reaching consensus agreements with, or related to, employers and contractors.

No disclosures or other information casts doubt on Teamsters Local 117's ability to fulfill the QDR responsibilities and requirements of the Seattle Municipal Code (SMC). In addition to the three qualifications discussed above, a QDR must continually meet the qualifications described in the SMC and applicable rules, including the following:

1. Teamsters Local 117 will not interfere with, restrain or coerce drivers in the exercise of their right to decide whether to authorize Teamsters Local 117 to represent them, their right to become members of or refrain from membership in Teamsters Local 117 or any other right protected in the SMC.
2. Teamsters Local 117 will not be dominated or controlled by any current Driver Coordinator and does not receive any financial support from a Driver Coordinator.

Ms. Dawn Gearhart

March 3, 2017

Page 2

QDR designation must be renewed on an annual basis. Deadlines and processes for that renewal will be announced by FAS. Designation as a QDR does not guarantee certification as an exclusive driver representative (EDR). The process to be certified as an EDR is a separate one governed by Director's Rule FHDR-3, Certification of an Exclusive Driver Representative and the SMC.

With its QDR designation confirmed, Teamsters Local 117 may now communicate an intent to represent drivers for a particular driver coordinator. Such communication must be made within 14 calendar days of the date of this letter and must be reasonably calculated to ensure that it reaches the driver coordinator. By April 3, 2017 (i.e., 75 calendar days after the commencement date of Jan. 17, 2017), a driver coordinator receiving such a communication from a QDR must provide the QDR with a list of qualifying drivers per Director's Rule FHDR-1, Qualifying Driver and Lists of Qualifying Drivers.

Thank you again for your interest in organizing and representing for-hire drivers. Please contact Matthew Eng at 206-684-8157 with any questions.

Sincerely,

A handwritten signature in blue ink that reads "Fred Podesta". The signature is written in a cursive style.

Fred Podesta
City of Seattle
Department of Finance and Administrative Services