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STATE OF WASHINGTON

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(CV-08-314-LRS)
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IN THE SUPREME COURT
OF THE STATE OF WASHINGTON

MATTHEW CUDNEY,

Plaintiff,
v.

ALSCO, INC.,

Defendant.

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STATE OF WASHINGTON
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I. Interest of Amicus Curiae

The Washington Employment Lawyers Association (WELA) is an organization of lawyers licensed to practice law in the State of Washington devoted to protection of employee rights. *See* WELA Amicus Motion.

II. Introduction

In this case the Plaintiff brought a claim against his employer alleging wrongful discharge in violation of a clear mandate of public policy. The Plaintiff alleges that a substantial factor in the decision to terminate his employment was his internal report that a managerial employee drove a company vehicle while intoxicated. The employer denies these allegations and insists that the employee was terminated from employment for reasons entirely unrelated to his internal report. The employer removed the case to federal court on the basis of diversity. After some discovery, both sides moved for summary judgment.

The U.S. District Court of the Eastern District of Washington certified two related questions which address only the jeopardy element of the public policy wrongful discharge claim. In particular, the federal court asks whether the stated sources of public policy are adequate alternative means of protecting public policy. The elements of clarity, causation, and overriding justification are not at issue in this case.

III. Summary of Argument

The exposure of violations of public policy in the workplace is frequently dependent upon employees of conscience who are willing to provide

the necessary information to management, government agencies or the media. The potential for retaliation against employees willing to expose the truth is far more real than theoretical. Legal protection from retaliation is required to protect employees willing to risk their livelihood to protect public policy.

In *Thompson v. St. Regis*, 102 Wn.2d 219, 685 P.2d 1081 (1984), this Court created a common law claim to promote public policy clearly stated in statutes, regulations, constitutions, etc. Although the purpose of the claim is ultimately to protect and promote public policy, the protection of employees who expose the violation of public policy is the vehicle relied upon to achieve that end. Without adequate protection, employees will have a disincentive to expose illegal behavior: they will understand that there exists no obstacle to retaliation and they will remain silent. The promotion of public policy and the protection of employees exposing violations of public policy are inextricably tied.

The jeopardy prong of the wrongful discharge public policy claim requires that Plaintiff demonstrate that there are no adequate alternative means for protecting public policy. Whether there exists an adequate alternate means can be determined only by examining the remedies and process made available for employees by the alternative source of public policy. Amicus has been able to locate no authority from either a primary or secondary source in support of the proposition that “other means of promoting the public policy need not be available to a particular individual so long as the other means are adequate to

safeguard the public policy.” *Hubbard v. Spokane County*, 146 Wn.2n 699, 717, 50 P.3d 602 (2002).

Criminal statutes typically offer no remedies or process of any kind to protect employees who expose illegal conduct. Criminal statutes are therefore typically not an adequate alternative means sufficient to foreclose the jeopardy element of a public policy wrongful discharge claim. In particular, state statutes which criminalize driving under the influence of alcohol are not an adequate alternative means for protecting public policy.

The Washington Industrial Safety and Health Act (WISHA), RCW 49.17.160, provides for an administrative scheme to protect employees who expose violations of state safety statutes and regulations. To facilitate an examination of the adequacy of this administrative remedy, WELA made a public records request to the Department of Labor & Industries (L&I) and received a 46 page spreadsheet in response. *See* Exhibit A. The information obtained reflects that this administrative scheme does not provide for an adequate alternative means for vindicating public policy.

The WISHA administrative scheme creates a statute of limitations of 30 days for filing a Complaint with L&I. Numerous cases filed with L&I are dismissed as untimely. After a negative finding by the Director of L&I, a claimant may pursue a statutory claim in Superior Court, but a 30 day statute of limitations again applies. Alone, the extremely short statute of limitations prevents the WISHA administrative scheme from being an adequate alternative

means for protecting public policy.

In order for an alternative source of public policy to be an adequate alternative, the remedies and process made available must be at least equal to the remedies available under the public policy tort. The WISHA administrative scheme is unclear whether general damages or front pay are recoverable. In the absence of general damages and front pay, the WISHA administrative scheme is not an adequate alternative. Moreover, it is clear that damages recoverable under the administrative process are minimal. Very few cases are referred to the Attorney General, and even fewer are ever litigated by the State. It appears that the Attorney General controls the claim, and not the claimant. These factors also militate against the administrative scheme as an adequate alternative.

IV. Argument

A. Plaintiff Protected Public Policy Which Is Overwhelming.

The Plaintiff cites various sources of public policy as a basis for his claim of wrongful discharge.¹ While these statutes and regulations should understandably be a focus of the Court's attention, the Court is not limited to a consideration of the sources of public policy relied upon by the Plaintiff in the Court below. Additional sources of public policy may be raised for the first

¹ These sources of public policy identified in the federal court order include the Washington Industrial Safety and Health Act (WISHA), RCW 49.17.160 and accompanying Washington Administrative Code (WAC) regulations (WAC 296-360-005 et seq. and WAC 296-800-100 et seq.), and Washington's Driving Under the Influence (DUI) laws, RCW 9.91.020, RCW 46.61.504, and RCW 49.61.502.

time on appeal. *Ellis v. City of Seattle*, 142 Wn.2d 450, 459 n3 (2000) (“There is no requirement to list every statute, code, or case brought to the attention of the trial court. Nor should there be, as any court is entitled to consult the law in its review of an issue, whether or not a party has cited that law”).

In 2007, 12,998 people nationally were killed in alcohol-impaired-driving accidents. See <http://www-nrd.nhtsa.dot.gov/Pubs/810985.PDF>. These alcohol-impaired-driving fatalities accounted for 32 percent of the total motor vehicle traffic fatalities in the United States. *Id.* The 12,998 fatalities in alcohol-impaired-driving crashes during 2007 represent an average of one alcohol-impaired-driving fatality every 40 minutes. *Id.* Of the 12,998 people who died in alcohol-impaired-driving accidents in 2007, 8,644 (67%) were drivers with a BAC of .08 or higher. *Id.* The remaining fatalities consisted of 3,581 (28%) motor vehicle occupants and 773 (6%) nonoccupants. *Id.*

In Washington State alcohol-related driving deaths were highest in 1982 with 482, which was the first year of reporting, and peaked in 1990, with 475 fatalities. See <http://www.alcoholalert.com/drun-driving-statistics-washington.html>. In 2006, the last year for which statistics are available, there were 269 fatalities in Washington State. *Id.*

No reliable statistics have been found for non-fatal injuries resulting from alcohol-impaired driving, but the number of non-fatal injuries is likely far greater than the number of fatal injuries. The public policy to prevent these injuries and deaths is overwhelming.

B. An Adequate Alternative Source of Public Policy Must Provide A Full Panoply of Common Law Remedies for the Employee.

Whistleblowers are often a lesser-known but vitally important part of government and industry regulatory and advisory systems. As recognized by the State, “[e]ffective implementation of WISHA and achievement of its goals depend in large part upon the active but orderly participation of employees, individually and through their representatives.” WAC 296-360-010(2).

Thompson v. St. Regis Paper Co., 102 Wn.2d 219, 685 P.2d 1081 (1984), is the landmark case which first recognized the common law cause of action for wrongful discharge in violation of a clear mandate of public policy. The public policy tort recognized in *Thompson* envisions that public policy will be protected by employees of conscience who either refuse to violate public policy or who object to the employer’s violation of public policy. To achieve that purpose, employees must be protected from retaliation. Without a sufficient remedy, employees will refrain from the protected activity that the cause of action was designed to encourage. The weaker the remedies, the less likely that an employee will assume the extraordinary risks associated with complaining about illegal governmental or corporate conduct. The remedies made available to the individual whistleblower are therefore inextricably tied to the adequacy of alternative means of vindicating public policy.

In *Hubbard v. Spokane County*, *supra*, the Court stated that “other means of promoting the public policy need not be available to a particular

individual so long as the other means are adequate to safeguard the public policy.” 146 Wn.2d at 717, *citing* Henry H. Perritt, Jr., *Workplace Torts: Rights and Liabilities* § 3.14, at 77 (1991). Although the *Perritt* treatise is a secondary authority and not binding on this Court, it states no such thing. Indeed, it states exactly the opposite. *See* Exhibit B. In the same section cited by the Court in *Hubbard*, *Perritt* cites case law “in which the Court approved a common law tort claim for a dismissal associated with a polygraph examination, reasoning that criminal prosecution under the polygraph statute giving rise to the public policy tort is discretionary with the prosecutor, and therefore less than a complete remedy for the employee dismissed in violation of the statutory policy.” *Perritt*, *citing* *Townsend v. L.W.I.M. Management, Inc.*, 496 A.2d 239, 244, 64 Md.App.55 (1985). “When employers fire employees for refusing to violate specific statutory prohibitions the jeopardy analysis proceeds from the proposition that permitting such dismissals would encourage conduct in violation of the statute.” *Perritt*, at 77-78, *citing* *McClanahan v. Remington Freight Lines, Inc.*, 517 N.E.2d 390, 393 (Ind. 1988)(“recognizing a public policy tort claim for an employee fired for refusing to drive an overweight truck in violation of state law”).² With the

² By way of further explanation, *Perritt* discusses a plaintiff who alleged termination for having protested accounting irregularities. The treatise acknowledges that in addition to the clarity element, the plaintiff must also establish that if employees were effectively discouraged from protesting accounting irregularities, this would jeopardize the public policy. “To make this showing, she must argue that other means for promoting the policy, such as regulatory requirements for audits, criminal penalties, and rights of shareholders and creditors to maintain private civil actions are inadequate.” *Perritt*, Section 3.14, at 77. *Perritt* concluded that an allegation that an employer terminated an employee for claiming a violation

exception of *Hubbard*, amicus has been able to find no authority, primary or secondary, from any jurisdiction or source to support the proposition that the remedies and process made available to the employee are irrelevant to determining the adequacy of the alternative means to vindicate public policy.

In *Korlund v. Dyncorp Tri-City Services, Inc*, 156 Wn.2d 158, 125 P.3d 119 (2005), the Court ruled that the jeopardy element of the public policy tort was not satisfied because the administrative remedy under the Energy Reorganization Act (ERA) was an adequate alternative means of vindicating public policy. *Id.* at 168. The Court further observed that “[o]ther jurisdictions addressing the adequacy of remedies under the ERA split on the issue of whether they are adequate, but they tend to consider the adequacy of redress for the employee rather than whether the public policy is adequately protected.” *Korlund*, at 183 n2. The meaning of this footnote is unclear. But the Court in *Brundridge v. Flour Federal Services*, 164 Wn.2d 432, 191 P.3d 879 (2008) limited *Korlund* to the facts presented in that case: “Thus it is possible that the ERA remedies, though adequate as a matter of law in *Korlund II*, would not adequately protect the proffered public policy in this case.” *Id.* at 443-444 n3.

of state securities law would be sufficient to state a claim. *Id.*, citing *Bowman v. State Bank*, 229 Va. 534, 331 S.E. 2d 797 (1985)(recognizing a public policy tort for having terminated employees for complaining about false and misleading proxy statements).

The fourth edition of *Perritt's* treatise cites the same examples and the same cases. *Perritt*, Henry H., *Employee Dismissal Law and Practice*, Fourth Edition, Vol 2, Section 7.17, page 43-44 (). *See also* Perritt, Henry, *Employee Dismissal Law & Practice*, Section 7.06, page 7-69 (2008 Supplement)(citing same examples and cases).

In *Wilmot v. Kaiser Aluminum & Chemical Corp.*, 118 Wn.2d 46, 821 P.2d 18 (1991), the Court considered “whether an employee who alleges that he or she was wrongfully discharged in retaliation for filing a workers' compensation claim has a cause of action independent from that set out in RCW 51.48.025(2).” *Id.* at 51. In *Wilmot*, the Plaintiff had not filed a claim under RCW 51.48.025(2). *Id.* at 52. “[I]t is not simply the presence or absence of a remedy which is significant; rather, the comprehensiveness, or adequacy, of the remedy provided is a factor which courts and commentators have considered in deciding whether a statute provides the exclusive remedies for retaliatory discharge in violation of public policy.” *Id.* at 61. The Court allowed the common law retaliatory discharge claim to go forward because RCW 51.48.025(4) did “not clearly authorize all damages which would be available in a tort action.” *Id.* at 61. The Court explained that the common law claim provided for emotional distress damages, whereas those important damages were uncertain under the statutory remedy. *Id.* Thus, it is very clear that the Court in *Wilmot* explicitly relied upon the adequacy of the remedies made available to the individual whistleblower to determine whether there was an adequate alternative means for vindicating public policy.³

³ In *Shaw v. Housing Authority of City of Walla Walla*, 75 Wn.App. 755, 880 P.2d 1006 (1994), the plaintiff was hired as executive director of the Walla Walla Housing Authority. *Id.* at 756. During Ms. Shaw's probationary period she raised conflict of interest questions concerning almost every member of the Board of Directors, and complained directly to the Attorney General and City Attorney. *Id.* at 758. The plaintiff was terminated from employment and alleged *inter alia* that she was terminated in violation of a clear mandate of public policy. *Id.* The plaintiff claimed RCW 35.82.050 as a source of public policy, which “provides that no commissioner or employee of a housing authority may acquire a direct or

C. Criminal Statutes that Provide Inadequate Remedies for the Whistleblower Are Not An Adequate Alternative Source of Public Policy.

The overwhelming majority of criminal statutes provide no protection for the employee who exposes their violation. Without common law protection, employees will be deterred from exposing or objecting to criminal violations, which is the very type of protected conduct the common law cause of action was designed to encourage. In the absence of common law protection for employees, many crimes will go unreported and undetected. Criminal statutes therefore are seldom an adequate alternative means for protecting public policy.

In *Thompson*, the plaintiff alleged “that he was fired because he instituted accurate accounting procedures in compliance with the Foreign Corrupt Practices Act of 1977, 91 Stat. 1494, and his summary discharge without approval of the corporate controller was intended to be a warning to all the divisional controllers.” *Id.* at 222-223. In *Thompson*, the Court had no trouble ruling that if plaintiff’s “discharge was premised upon his compliance with the accounting requirements of the Foreign Corrupt Practices Act and intended as a warning to other St. Regis controllers, . . . then his discharge was

indirect interest in any property involved in a housing project or in any contract for materials or services in connection with a housing project.” *Id.* at 762 n3. But the statutory scheme does not provide any remedy for an employee who reports a violation of the statute. Instead, it provides that the mayor may remove a Commissioner for misconduct after ten days notice and an opportunity to be heard. RCW 35.82.060. The Court ruled that plaintiff had established a prima facie case. *Id.* If removal by the Mayor is an adequate alternative means for vindicating public policy, *Shaw* is overruled.

contrary to a clear mandate of public policy and, thus, tortious.” *Id.* at 234. The Foreign Corrupt Practices Act (FCPA) is a criminal statute. Although it provides for fines and penalties, it provides no remedy for any individual who is terminated in retaliation for refusing to violate the act. *See* 15 U.S.C. 78DD. If the criminal sanctions under the FCPA are an adequate alternative source, despite the absence of protection for the whistleblower, *Thompson* is overruled.

RCW 49.46.090 creates employer liability in favor of any employee who receives less than the minimum wages authorized by law. RCW 49.46.100(2) penalizes as a gross misdemeanor retaliation against any employee who “has made any complaint to his employer, to the director, or his authorized representatives that he has not been paid wages in accordance with the provisions of this chapter, or that the employer has violated any provision of this chapter,” The statute, however, provides no direct remedy to the individual who complains about the employer’s failure to pay. Instead, Washington Courts recognize RCW 49.46.100 as a source of public policy sufficient to state a claim under the public policy tort. *See Hume v. American Disposal Co.*, 124 Wn.2d 656, 662, 880 P.2d 988 (1994)(“RCW 49.46.100 prohibits employer retaliation against employees who assert wage claims, and we have held employers who engage in such retaliation liable in tort for violation of public policy under this provision”). But in theory the public policy reflected in this statute can be vindicated by criminal prosecution. If criminal prosecution is a sufficient alternative means of vindicating public

policy, then the availability of a public policy tort recognized by the Court in *Hume* is overruled.

It is common knowledge that the prosecution of criminal statutes is discretionary with the government. For various reasons, such as lack of resources or competing priorities, local prosecutors may not even investigate let alone prosecute many allegations of criminal conduct. As implicitly acknowledged in *Hubbard v. Spokane County, supra*, the vindication of the public policy reflected in criminal statutes should not be left to chance.

Because the appellate procedures in RCW 36.70.830 require that an aggrieved citizen receive notice of the zoning actions *and* act within a relatively short time frame (within 20 days of the action), it would often be left up to chance whether the public policy was enforced. In contrast, it would be more efficient to allow county employees to prevent these types of violations before they occurred.

Hubbard, 146 Wn.2d at 717 (emphasis original).

In *Gardner v. Loomis Armored, Inc.*, 128 Wn.2d 931, 936, 913 P.2d 377 (1996), the plaintiff was an armored truck driver. His employer maintained a strict policy prohibiting its drivers from exiting their vehicle between scheduled stops to prevent robbery of the valuable contents of the truck and likely injury to their employees in the process. As Gardner was driving, he witnessed a man threaten a bank manager with a knife so Gardner ran from his truck and saved the woman's life. Loomis fired him. Citing a series of court decisions enforcing criminal statutes as sources of public policy, this Court held that Loomis violated the public policy tort. *Id.* at 944.

Implicitly, *Gardner* recognizes that prosecuting the man wielding the knife after he murders the bank manager would not be an adequate alternative to affording Gardner protection under the public policy tort. *See also Perritt*, Fourth edition, Section 7.17 (“[I]t is fair to conclude that the exigencies of the situation were satisfied better by Mr. Gardner’s immediate intervention than by sitting and waiting for help to arrive in response to a radio call, the public address system, or the siren. It was reasonable to conclude, as the majority did, that under the particular circumstances, the other available remedies were inadequate”); *Perritt*, 2008 Supplement, Section 7.06, page 7-73 (same).⁴

In this case, it is assumed that Plaintiff was terminated from employment for having reported to management the crime of driving while intoxicated. While the criminal statutes prohibiting driving under the influence are a means of enforcing public policy, the vindication of that policy should not

⁴ *See also Dahl v. Combined Ins. Co.*, 621 N.W.2d 163,167, 2001 SD 12 (S.D. 2001)(Recognizing a public policy tort for reporting criminal conduct: “Whistleblowing or the reporting of unlawful or criminal conduct to a supervisor or outside agency plays an invaluable role in society. . . . Indeed, there is no public policy that can be said to be more basic or necessary than the enforcement of the state’s criminal code or the protection of the life and property of its citizens”); *Palmateer v. International Harvester Co.*, 421 N.E.2d 876, 880, 85 Ill.2d 124 (Ill. 1981)(“No specific constitutional or statutory provision requires a citizen to take an active part in the ferreting out and prosecution of crime, but public policy nevertheless favors citizen crime-fighters. . . . The law is feeble indeed if it permits [employers] to take matters into its own hands by retaliating against its employees who cooperate in enforcing the law”)(cited in numerous Washington cases); *Tameny v. Atlantic Richfield Co.*, 27 Cal.3d 167, 176, 164 Cal.Rptr. 839, 844, 610 P.2d 1330, 1335 (1980)(“an employer’s obligation to refrain from discharging an employee who refuses to commit a criminal act does not depend upon any express or implied ‘promises set forth in the [employment] contract,’ but rather reflects a duty imposed by law upon all employers in order to implement the fundamental public policies embodied in the state’s penal statutes”).

be left to chance after an innocent party is either killed or maimed.⁵

D. The WISHA Protection From Retaliation Was Not Intended As the Exclusive Means For Employee Protection.

The Washington Legislature has created an administrative cause of action in favor of every “employee who believes that he has been discharged or otherwise discriminated against by any person in violation [of WISHA]. . . .” RCW 49.17.160(1). “Complaints to employers, if made in good faith, are related to WISHA, and an employee is protected against discharge or discrimination caused by a complaint to the employer.” WAC 296-360-100(3).⁶

The administrative scheme contemplates a Complaint filed by an employee with the Director of L&I within 30 days of the violation, and requires the Director to conduct an investigation. RCW 49.17.160(2). “If the director determines that the provisions of the statute have been violated, he shall bring an action in the superior court.” *Id.*⁷ If the director determines that the

⁵ Mr. Cudney’s decision to inform his employer of a criminal violation instead of the police department has no legal significance. An employee’s objection to a criminal violation is protected activity whether reported internally or to an outside agency. An employer, for example, should not be free to terminate an employee for an internal report of tax fraud simply because she could have reported the fraud directly to the IRS or U.S. Attorney instead. Encouraging employees to first report criminal violations internally serves the salutary purpose of giving the employer an opportunity to protect itself from the consequences of a criminal violation.

⁶ “The range of complaints ‘related to’ WISHA is commensurate with the broad remedial purposes of this legislation and the sweeping scope of its application.” WAC 296-360-100(1). “Complaints registered with other state or federal agencies that have the authority to regulate or investigate industrial safety and health conditions are complaints ‘related to’ WISHA.” WAC 296-360-100(2).

⁷ Although the statutory language appears to require the director to bring an action in superior court (using the word “shall”), the supporting regulations provide that an action in Superior Court is discretionary. “The division shall investigate the complaint and, if the

provisions of this section have not been violated, the employee may institute the action on his own behalf within thirty days of such determination. *Id.*

Significantly, the administrative scheme explicitly disclaims exclusive jurisdiction over complaints for a violation of the statute. It provides that in addition to filing a claim with L&I, a claimant may pursue remedies under a collective bargaining agreement or with other agencies. WAC 296-360-060(1)(a). The administrative scheme explicitly recognizes that the director “should defer to the jurisdiction of other forums established to resolve disputes that may also be related to RCW 49.17.160 complaints.” WAC 296-360-060(1)(b). Where a claimant is pursuing remedies under a different scheme, “it may be proper to postpone the assistant director's determination whether discrimination has occurred, and defer to the results of such proceedings.” *Id.* See also WAC 296-360-060(2)(describing the circumstances under which postponement is appropriate); WAC 296-360-060(3)(describing the circumstances under which deferral to alternative forum is appropriate).

E. The WISHA Administrative Scheme Is Not An Adequate Alternative Means of Vindicating Public Policy.

Whether an administrative scheme creating a remedy provides an adequate alternative means for vindicating public policy requires a nuanced analysis. To help determine the adequacy of the WISHA administrative

assistant director determines that section 16 of WISHA has been violated, the division *may* bring a civil action against the violator in superior court.” WAC 296-360-020 (emphasis added).

scheme, WELA filed a public records request for documents with L&I. In response, WELA received a 46 page spreadsheet. Exhibit A. The spreadsheet contains statistics from 2004 until 2009. The information received from L&I reveals that 807 claims have been filed in the covered time. Of those, 380 cases were dismissed because of failure to comply (FTC) with the statute. Within that category of cases, 112 were rejected as untimely and for no other reason; 125 cases were referred to a different agency or back to a union. A finding of merit occurred in 151 cases; 120 cases were withdrawn; 109 cases resulted in a monetary settlement; 16 cases were referred to the state attorney general. Of the cases that resulted in a monetary settlement, the highest settlement was \$34,000, the average settlement was \$3,305, and the median settlement was \$1,304. *Id.*

In *Huang v. Gateway Holdings*, 520 F.Supp.2d 1137, 1142 (E.D. Mo. 2007), the Court ruled that “the FLSA [Fair Labor Standards Act] will not displace common law remedies in the absence of language to that effect unless the statutory remedy fully comprehends and envelops the remedies provided by common law.” (Citations omitted). In finding that the FLSA was not an adequate alternative means, the Court relied upon the FLSA’s lack of punitive damages and emotional distress damages. *Id.*

In *Hysten v. Burlington Northern Santa Fe Railway Co.*, 85 P.3d 1183, 277 Kan.551 (Kan. 2004), the Kansas Supreme Court considered two certified questions from the U.S. Court of Appeals from the Tenth Circuit: 1) will the

Kansas Supreme Court extend the public policy exception to the at-will employment doctrine to authorize a state tort action retaliation for filing a FELA claim? 2) If the answer to (1) is yes, are an employee's rights adequately protected by the Railway Labor Act, the statute that governs the employment relationships in the railway industry? In response, the Court answered the first question "yes" and the second question "no." *Id.* at 1184. In response to the first question, the Court held:

[W]e hold that Kansas law recognizes a tort for retaliatory discharge based on an injured worker's exercise of his or her rights under FELA. It matters not that the vehicle for that exercise is a federal rather than a state statutory provision. The policy is the thing, and the first of the certified questions before us must be answered: "Yes."

Id. at 1189-1190. In response to the second question, Court held:

We conclude that the remedy afforded Hysten by the RLA is not an adequate alternative to a retaliatory discharge action under Kansas tort law. We are influenced by differences in process, differences in claimant control, and differences in the damages available. It may be that additional factors will also be influential in a future case. Here, all of these differences are enough to dictate that the second certified question be answered: "No."

Id. at 1191. This Court should take a similar approach.⁸

⁸ Numerous states recognize a public policy claim despite the existence of administrative remedies. *E.g., Paige v. Henry J. Kaiser Co.*, 826 F.2d 857, 863 (9th Cir.1987) ("A private right of action for wrongful discharge due to safety complaints co-exists with the Cal/OSHA remedial scheme"), *cert. denied*, 486 U.S. 1054, 108 S.Ct. 2819, 100 L.Ed.2d 921 (1988); *Kohrt v. Midamerican Energy Co.*, 364 F.3d 894, 902 (8th Cir. 2004) ("we also determined that the public policy expressed in IOSHA would be undermined if MEC were permitted to discharge an employee for voicing safety concerns"); *Flenker v. Willmette Industries, Inc.*, 967 P.2d 295 (Kan 1998)(OSHA does not provide a private remedy, and therefore public policy claim recognized); *Kulch v. Structural Fibers, Inc.*, 677 NE.2d 308 (Ohio 1997)(same); *Sorge v. Wright's Knitwear Corp.*, 832 F.Supp. 118 ((ED Penn.

The fundamental inquiry should be whether the statutory or administrative remedies and process adequately protect the injured employee. In this case, the thirty day statute of limitations and the unavailability of either emotional distress damages or front pay should disqualify the WISHA administrative scheme as an adequate alternative means of protecting public policy. Additional issues to be considered are: 1) whether the employee has a private cause of action under the statute; 2) the extent of employee control over the enforcement process;⁹ and 3) whether the employee can appeal the decision of an administrative body to court.

1. A Thirty Day Statute of Limitations Does Not Provide An Adequate Alternative Means to Vindicate Public Policy.

“RCW 49.17.160(3) provides that an employee who believes that he or she has been discriminated against in violation of RCW 49.17.160 ‘may, within thirty days after such violation occurs’ file a complaint with the assistant director. A major purpose of the thirty-day period is to allow the assistant director to decline to entertain complaints that have become stale.”

1993)(same applying Penn. Law); *Cerrachio v. Alden Leeds, Inc.*, 223 N.J. Super. 435, 538 A. 2d 1292 (1988); *Lepore v. National Tool and Mfg. Co.*, 224 N.J. Super. 463, 540 A.2d 1296 (1988).

⁹ It appears that an employee does not control a claim filed with the Department of L&I. See State Amicus Brief. WAC 296-360-050 provides: “Enforcing the provisions of RCW 49.17.160 is not only a matter of protecting rights of individual employees, but also of protecting the public interest. Attempts by an employee to withdraw a filed complaint will not necessarily result in termination of the division’s investigation. The division’s jurisdiction cannot be foreclosed as a matter of law by unilateral action of the employee. However, a voluntary and uncoerced request from a complainant to withdraw his/her complaint shall generally be accepted.” See also *Wilmot*, 118 Wn.2d at 61 (questioning whether the employee or the Director of L&I controls the claim).

WAC 296-360-030(4). But a claim which is merely more than 30 days old is not ordinarily stale under any jurisprudential standard.

After the Director denies the claim, the employee may pursue a statutory claim in Superior Court with independent counsel, but must again file within 30 days. RCW 49.17.160(2). Thirty days is an insufficient time to find a private attorney, allow for an investigation consistent with CR 11, and file suit. The data collected from L&I reflects that 112 out of 807 cases (13.8%) were rejected as untimely. *See* Exhibit A. The data does not reflect, however, how many cases were never filed with L&I because the complainant learned of the 30 day limit after the time had expired. The data collected also does not reflect how many cases, which were rejected by L&I, were later dismissed or never filed in Superior Court because the 30 day statute of limitation applicable for the Claimant to file in Superior Court had lapsed.¹⁰

2. Remedies made available under WISHA are not adequate.

RCW 49.17.160 provides: “In any such action the superior court shall have jurisdiction, for cause shown, to restrain violations of subsection (1) of this section and order all appropriate relief including rehiring or reinstatement of the employee to his former position with back pay.”¹¹ This language is

¹⁰ This Court has ruled a statute of limitations of six months unconscionable under Washington law. *Adler v. Fred Linn Manor*, 153 Wn.2d 331, 358 (2002) (“we hold that the 180-day limitations provision in the agreement unreasonably favors Fred Lind Manor and thus, is substantively unconscionable”).

¹¹ Reinstatement and back pay standing alone are generally insufficient remedies. By the time reinstatement is ordered the employee has often taken another job, so reinstatement therefore becomes moot. When reinstatement does occur, it often does not last as the employee may be fired or laid off for other reasons shortly after being reinstated. Moreover, years of delay between the wrongful discharge and the reinstatement give the employer the benefit of

virtually identical to the language in the workers compensation statute. Compare RCW 51.48.025(4). Like the workers compensation statute, it is unclear whether the WISHA administrative scheme allows for the recovery of emotional distress damages. See *Wilmot v. Kaiser Aluminum*, 118 Wn.2d 46, 62, 821 P.2d 18 (1991) (“the statute is unclear as to whether it allows for the possibility of a general damages award. We think such damages are necessary to constitute an adequate remedy”).

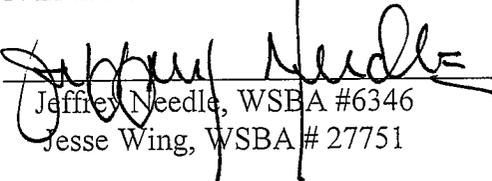
The WISHA statute makes no mention of front pay as a remedy. Yet front pay is a recognized remedy under the public policy tort. *Brundridge v. Fluor Federal Services, Inc.*, 164 Wn.2d 432, 191 P.3d 879 (2008) (awarding \$230,000 in front pay and emotional distress damages). Front pay is often a significant component of damages when the employee can not find a job for a prolonged time or becomes underemployed. See State Amicus Brief.

V. Conclusion

The Court should answer “yes” to both questions certified by the federal court.

Dated this 11th day of December, 2009.

WASHINGTON EMPLOYMENT LAWYERS ASSOCIATION

By, 
Jeffrey Needle, WSBA #6346
Jesse Wing, WSBA # 27751

its illegal conduct, and the duty to mitigate often reduces the backpay award to a small sum. Many employees cannot afford to risk job loss even for a short time and thus if they know the remedy is limited to back pay they will conclude that the private costs of job loss are not worth the public benefits of whistleblowing or other conduct that the public policy tort is designed to protect.

EXHIBIT A



STATE OF WASHINGTON
DEPARTMENT OF LABOR AND INDUSTRIES
Public Records Unit · PO Box 44632 · Olympia, WA 98504-4632
Voice: 360.902.5556 Fax: 360.902.5529

September 15, 2009

JEFFREY L NEEDLE
119 FIRST AVE S
MAYNARD BLDG STE 200
SEATTLE WA 98104

RE: Records Request # 71256, received August 25, 2009
Subject: See your attached records request

Dear Mr. Needle:

We are enclosing a report containing the discrimination information responsive to your request, see attached. The report is generated from a Department of Safety and Health database for queries only and is not formatted for printing. Please note parts of the complainants' names are cut off.

We do not have a report that responds to your second request, "documents records which reflect the nature of the disciplinary action alleged for each complaint and the amount of sanctions, fines, settlements, or reinstatement for each sustained complaint." Due to its size and potential cost, the records will be provided in installments. We estimate there are approximately 1500 records. Our first installment will be the first 150 records.

Choose one option below. We'll need a response from you before October 16, 2009 or we will have to close your request.

- You may limit or clarify the scope of your request before we proceed.

or

- You may pay the enclosed bill (see envelope) for your first installment of the records plus the records included in this response:
 - Write a check or purchase a money order made out to L&I for the amount on the enclosed invoice.
 - Mail payment and yellow invoice copy to L&I in the enclosed envelope. We will then begin processing the first installment of your request

or

- You may cancel your request.



Jeffrey L. Needle
September 15, 2009
Page 2

If you have questions, please call me at the number below.

Sincerely,



Bonnie Mitchell
Public Records Unit
360-902-4404

Enclosures

www.LNI.wa.gov/Main/AboutL&I/PublicDisclosure

LAW OFFICES OF JEFFREY L. NEEDLE

119 FIRST AVENUE SOUTH • MAYNARD BUILDING
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JEFFREY L. NEEDLE
JOHN M. MACDONALD
Z. SHARON GLANTZ
LEGAL ASSISTANT

August 25, 2009

Department of Labor and Industries
Public Records Unit
P.O. Box 33632
Olympia, WA 98504-4632

VIA FAX (360) 902-5529

Dear Public Records Unit:

Received
Div. of Administrative Services
AUG 25 2009
Public Records

Under the public records law of the State of Washington, RCW 42.56. *et seq*, I am hereby requesting any and documents that would reflect the following information for the last five years: 1) the number of complaints filed, by year, with your agency under WISHA which allege that disciplinary action was taken against the complainant in retaliation because of the complainant's allegations of safety and/or health hazards at the place of employment; 2) the number of such complaints, by year, which were closed by your agency with a no cause or indeterminate finding; 3) the number of such complaints, by year, which were sustained by your agency; 4) the number of complaints, by year, where action was taken by your agency after a sustained finding, and the nature of that action; 5) the number of such complaints, by year, which were pursued through litigation against the respondent by the Attorney General of the State of Washington.

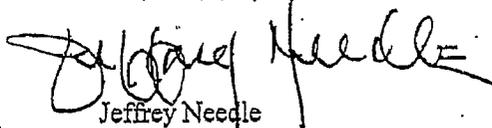
In addition to the above, I am requesting documents which reflect the nature of the disciplinary action alleged for each complaint, and the amount of sanctions, fines, settlements or the reinstatement for each sustained complaint.

Please be advised that I am not requesting all documents which reflect the above referenced information. Nor am I requesting the department's investigative case files, or any identifying or confidential information concerning the claimant and/or the respondent in any such investigation. Please provide documents that would accurately reflect the statistics and information requested above. It occurs to me that a spreadsheet reflecting the above information and statistics could be sufficient.

Public Disclosure Request
August 25, 2009
Page two

If you have questions about the scope of this request, please don't hesitate to contact me.
Thank you in advance for your attention to this request.

Very truly yours,



Jeffrey Needle

JLN:kk

Received
Div. of Administrative Services
AUG 25 2009
Public Records

WISHA Discrimination Program Investigation Activities

August 25, 2004 through August 25, 2009

Region	Investigator	Case	Complainant	Employer	Received	Screened	Assigned/ Opened	Admin Closed	Total # of Days Open	Closed	Disposition	Settlement	Merit?	Total # of Days to Closed Final?	
															Final?
2	BUTLER	HOLT, Nich	Girard Wood Products	8/25/2004	8/30/2004			8/31/2004			FTC, Deferred to Ind. Ins.		<input type="checkbox"/>	6	<input checked="" type="checkbox"/>
3	TAYLOR	1367861 SANCHEZ,	Takehana Landscaping Co.	9/1/2004	9/1/2004	9/6/2004				0/19/2004	Non-Coop		<input type="checkbox"/>	48	<input checked="" type="checkbox"/>
2	TAYLOR	1366384 HUNT, Jame	Metal Services LLC	9/2/2004	9/2/2004	9/2/2004				11/1/2004	Settled	\$4,500	<input type="checkbox"/>	60	<input checked="" type="checkbox"/>
4	BUTLER	PARKES, Ju	Charter Communication	9/2/2004	9/2/2004					9/2/2004	FTC, Deferred to HRC		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
1	BUTLER	LEWIS, Ant	Fluke Metal Products	9/7/2004	9/7/2004					9/9/2004	FTC "Untimely"		<input type="checkbox"/>	2	<input checked="" type="checkbox"/>
3	TAYLOR	1368448 NEIBEL, Jo	Reeder Management Inc.	9/7/2004	9/9/2004	9/13/2004				1/27/2005	Withdrawn		<input type="checkbox"/>	142	<input checked="" type="checkbox"/>
4	BUTLER	OVERHOLT	Home Place Inc.	9/7/2004	9/7/2004					9/9/2004	FTC "Untimely"		<input type="checkbox"/>	2	<input checked="" type="checkbox"/>
5	BUTLER	CROSER,	General Construction	9/7/2004	9/8/2004					0/11/2004	FTC, Not Engaged in a Safety Protected Activity		<input type="checkbox"/>	34	<input checked="" type="checkbox"/>
2	BROWN	1368463 CHAND, Ch	Bartell Drugs	9/8/2004	9/9/2004	9/13/2004				11/8/2004	Non-Merit		<input type="checkbox"/>	61	<input checked="" type="checkbox"/>
4	TAYLOR	1370949 WOJTYNSIA	Commencement Bay Corrigated	9/9/2004	9/9/2004	9/17/2004				1/24/2004	Non-Merit		<input type="checkbox"/>	76	<input checked="" type="checkbox"/>
1	TAYLOR	1368430 PEDDERSON	Aero Construction	9/10/2004	9/13/2004	9/13/2004				11/4/2004	Non-Merit		<input type="checkbox"/>	55	<input checked="" type="checkbox"/>
3	BUTLER	GLIDDEN,	Bartelson Trans Port	9/13/2004	9/13/2004					9/13/2004	FTC, Deferred to Ind. Ins.		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
2	NAVARRE	1370964 RIDGE, Alla	General Builders Supply	9/17/2004	9/18/2004	9/20/2004				2/14/2004	Settlement	\$3,527.00	<input type="checkbox"/>	88	<input checked="" type="checkbox"/>
1	BROWN	1371012 KNIGHT, Ja	BH Builders	9/20/2004	9/20/2004	9/20/2004				0/14/2004	Failure to Cooperate w/Inv.		<input type="checkbox"/>	24	<input checked="" type="checkbox"/>
2	DYKSTRA	1375294 VALKENB	Craig's Auto Springs	9/20/2004	9/21/2004	9/30/2004				12/9/2004	FTC, Untimely		<input type="checkbox"/>	80	<input checked="" type="checkbox"/>
2	NAVARRE	YOUNG, Bri	Courtyard by Marriott	9/27/2004	10/4/2004	10/4/2004							<input type="checkbox"/>		<input type="checkbox"/>

Tuesday, September 08, 2009

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Region	Investigator	Case	Complainant	Employer	Received	Screened	Assigned/ Opened	Admin Closed	Total # of Days Open	Closed	Disposition	Settlement	Merit?	Total # of Days to Closed	Final?
2	NAVARRBE	1375773	YOUNG, Bri	Courtyard by Marriott	9/27/2004	10/4/2004	10/4/2004		12/9/2004	12/9/2004	Withdrawn		<input type="checkbox"/>	73	<input checked="" type="checkbox"/>
5	HEBERLIN	1375302	PARKER, Ti	Jiffy Lube (Spokane)	9/28/2004	9/28/2004	9/28/2004		1/30/2004	1/30/2004	Non-Merit		<input type="checkbox"/>	63	<input checked="" type="checkbox"/>
2	BROWN, Pa	1375765	Minor, Darre	Seattle Community College	9/29/2004	10/4/2004	10/4/2004		11/9/2004	11/9/2004	Non-Merit		<input type="checkbox"/>	41	<input checked="" type="checkbox"/>
5	BUTLER		SCHATZ, Tr	Lynch Distribution	10/1/2004	10/4/2004		0/1/2004			FTC, Untimely		<input type="checkbox"/>	10	<input checked="" type="checkbox"/>
1	NAVARRBE	1376391	VALLIE, Jos	Millard Mail Services, Inc.	10/4/2004	10/4/2004	10/9/2004		1/24/2004	1/24/2004	Withdrawn		<input type="checkbox"/>	51	<input checked="" type="checkbox"/>
2	TAYLOR	1375815	BURKS, Cin	King County DNRP	10/4/2004	10/4/2004	10/4/2004		11/1/2004	11/1/2004	Closed - Non-Coop		<input type="checkbox"/>	28	<input checked="" type="checkbox"/>
6	BUTLER		NEWTON, J	Oil Haus Plus Automotive	10/4/2004	10/4/2004		10/4/2004			Withdrawn		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
5	BUTLER		GODFREY,	City of Spokane (Refuse Dept)	10/5/2004	10/5/2004		10/5/2004			FTC, Deferred to HRC		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
2	BUTLER		LOPEZ, Jose	Fog-Tite	10/6/2004	10/6/2004		10/9/2004			Deferred to OSHA		<input type="checkbox"/>	3	<input checked="" type="checkbox"/>
3	TAYLOR	1376425	GUTIERRE	Creative Kids Learning Cr.	0/1/2004	0/1/2004	0/1/2004		1/22/2004	1/22/2004	Settlement	Positive Reference	<input type="checkbox"/>	42	<input checked="" type="checkbox"/>
3	TAYLOR	1377050	MEANS, Ke	Meridian Chem-Dry	0/1/2004	0/14/2004	0/14/2004		1/1/2004	1/1/2004	Non-Merit		<input type="checkbox"/>	21	<input checked="" type="checkbox"/>
1	BROWN	1377043	TEGNEEL,	The Home Depot	0/14/2004	0/14/2004	0/14/2004		1/30/2004	1/30/2004	Non-Merit		<input type="checkbox"/>	47	<input checked="" type="checkbox"/>
5	HEBERLIN	1378082	COMBS, W	Horizon WA Publications, Inc.	0/19/2004	0/19/2004	0/19/2004		2/30/2004	2/30/2004	Non-Merit		<input type="checkbox"/>	72	<input checked="" type="checkbox"/>
2	BUTLER	1378702	KING, Carla	Sally Beauty Supply	0/21/2004	0/21/2004	0/21/2004		1/15/2004	1/15/2004	Settlement	\$545.54	<input type="checkbox"/>	25	<input checked="" type="checkbox"/>
3	TAYLOR	1378710	PAKJIDA,	Kapowsin Meats, Inc.	0/21/2004	0/21/2004	0/21/2004		1/6/2005	1/6/2005	Non-Merit		<input type="checkbox"/>	77	<input checked="" type="checkbox"/>
6	HEBERLIN	1378728	HEMINGW	Spokane Housing Authority	0/21/2004	0/21/2004	0/21/2004		1/18/2005	1/18/2005	Settlement	\$2,400.00	<input type="checkbox"/>	89	<input checked="" type="checkbox"/>
4	TAYLOR	1379866	ANDERSSO	Eight Town Center Apartments	0/27/2004	0/28/2004	0/28/2004		1/22/2004	1/22/2004	Withdrawn		<input type="checkbox"/>	26	<input checked="" type="checkbox"/>
5	HEBERLIN	1380443	RAMIREZ,	Ochoas Foods Inc.	0/29/2004	1/1/2004	11/2/2004		1/26/2005	1/26/2005	Settled	\$4,600	<input type="checkbox"/>	89	<input checked="" type="checkbox"/>
1	BUTLER		DOYLE, Ke	Hansen's Furniture Company	1/1/2004	1/1/2004		1/1/2004			FTC - Untimely		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
3	BROWN	1381151	OWEN, Kim	NoRflex, Inc.	1/6/2004	1/6/2004	11/6/2004		12/9/2004	12/9/2004	Settled	\$151.54	<input type="checkbox"/>	33	<input checked="" type="checkbox"/>
6	BUTLER		KNOWLTO	Sacred Heart Medical Center	1/8/2004	1/9/2004		11/9/2004			FTC, No Reprisal		<input type="checkbox"/>	1	<input checked="" type="checkbox"/>

Region	Investigator	Case	Complainant	Employer	Received	Screened	Assigned/ Opened	Admin Closed	Open	Closed	Disposition	Settlement	Merit?	Total # of Days to Closed Final?
6	BUTLER	LARSEN, M	Prosser Memorial Hospital	11/9/2004	1/15/2004	1/24/2004	1/24/2004				FTC, Untimely		<input type="checkbox"/>	15
1	BROWN	1386424	TETERS, Ja	Semiahmoo Resort Company	1/15/2004	2/14/2004	2/14/2004			2/28/2005	Settlement	\$4,510.40	<input type="checkbox"/>	105
5	HEBERLIN	1382597	VIDES, Edu	Community Health Ctr. LaCl	1/15/2004	1/16/2004	1/18/2004			2/30/2004	Settled Other		<input type="checkbox"/>	45
2	BROWN	1382389	BENNETT, Northlake Residential Care	1/16/2004	1/18/2004	1/18/2004				2/30/2004	Settled	\$1,069	<input type="checkbox"/>	44
3	TAYLOR	1382605	GARCIA, M Tony Romas	1/17/2004	1/18/2004	1/18/2004				2/14/2004	Non-Coop		<input type="checkbox"/>	27
4	BUTLER	WAHNER, First American Title & Escrow	1/17/2004	1/18/2004	1/24/2004						FTC, Not Engaged		<input type="checkbox"/>	7
2	NAVARRE	1386424	HURST, Chr Pacific Rim Imp. Corp.	1/22/2004	1/24/2004	1/24/2004				2/17/2005	Settled	\$1,410.00	<input type="checkbox"/>	87
6	HEBERLIN	1384544	KATZE, Jac Eastern Washington University	12/1/2004	12/2/2004	12/2/2004				2/17/2005	FTC, Lack of Reprisal		<input type="checkbox"/>	78
1	BUTLER	CROSS, Mar LaComer Retirement Inn	12/3/2004	12/3/2004	12/6/2004						FTC, Deferred to Ind. Ins. Disc.		<input type="checkbox"/>	3
4	TAYLOR	1385640	MASON, Ro Eight Town-Center Apt. Complex	12/6/2004	12/7/2004	12/9/2004				4/1/2005	Merit - Deferred to AAG for Litigation		<input checked="" type="checkbox"/>	116
3	BUTLER	CLARK, Jer Gerties Grill	12/7/2004	12/9/2004	12/9/2004						FTC, "Untimely"		<input type="checkbox"/>	2
6	HEBERLIN	1385582	PUTNAM, West Telemarketing	12/8/2004	12/9/2004	12/9/2004				3/1/2005	Non-Merit		<input type="checkbox"/>	83
1	BUTLER	LYTLE, Mar Buse Timber & Sales	2/14/2004	2/16/2004	2/16/2004						FTC, Not Engaged in a SH Protected Activity		<input type="checkbox"/>	2
5	BUTLER	YATES, Am Wal-Mart Stores, Inc.	2/16/2004	2/17/2004	2/20/2004						FTC, "Untimely"		<input type="checkbox"/>	4
4	BUTLER	MARKHAM Georgia Pacific Corp	2/20/2004	2/21/2004	2/21/2004						FTC, "untimely"		<input type="checkbox"/>	1
5	BUTLER	1387364	GARCIA, Of CHECLA Clinica	2/20/2004	2/21/2004	2/21/2004				1/20/2005	FTC, No Reprisal		<input type="checkbox"/>	31
1	BUTLER	UHEREK, R Inline Steel Fabricator's	2/23/2004	2/27/2004	2/28/2004						FTC, "Untimely"		<input type="checkbox"/>	5
2	BUTLER	WARM, Ber Maple Valle Fire Dept.	1/3/2005	1/3/2005	1/18/2005						Withdrawal		<input type="checkbox"/>	15
4	BUTLER	BRANCH, Lucky Eagle Casino	1/3/2005	1/3/2005	1/6/2005						FTC, Not Engaged in a SH Protected Activity		<input type="checkbox"/>	3

Region	Investigator	Case	Complaint	Employer	Received	Screened	Assigned/ Opened	Admin Closed	Total # of Days Open	Closed	Disposition	Settlement	Merit? to Closed	Total # of Days to Closed	Final?
4	TAYLOR	1389691	TRAVIS, Ca	Vancouver Rehab P.T.	1/4/2005	1/4/2005	1/5/2005		2/27/2005		Settled	\$3,000	<input type="checkbox"/>	54	<input checked="" type="checkbox"/>
1	BUTLER		BECCERA,	Brainard Farms	1/7/2005	1/7/2005		1/27/2005			Deferred to Ind. Ins. & Safety		<input type="checkbox"/>	20	<input checked="" type="checkbox"/>
4	TAYLOR	1361853	JOHNSEN,	Little Italy's Trattoria	1/10/2005	1/13/2005	1/16/2005			3/3/2005	Settlement	\$1,223.00	<input type="checkbox"/>	52	<input checked="" type="checkbox"/>
2	BUTLER	1392802	TOWNS, D	Canadian National Marketing	1/11/2005	1/11/2005	1/20/2005			3/24/2005	Non-Merit		<input type="checkbox"/>	72	<input checked="" type="checkbox"/>
3	TAYLOR	1391861	ROE, James	Universal Floor Maintenance	1/11/2005	1/13/2005	1/13/2005			4/1/2005	Non-Merit		<input type="checkbox"/>	80	<input checked="" type="checkbox"/>
5	BUTLER		TORRES, Hi	La Clinica Health Clinic	1/11/2005	1/13/2005		1/16/2005			FTC, Deferred to Employment Standard's		<input type="checkbox"/>	5	<input checked="" type="checkbox"/>
2	NAVARRE	1385582	PERRY, Soc	Genie Industries	1/21/2005	1/21/2005	1/22/2005			3/1/2005	FTC, Deferred to Ind. Ins.		<input type="checkbox"/>	39	<input checked="" type="checkbox"/>
2	BUTLER		MOORE, Vi	Governant Retirement Community	1/26/2005	1/27/2005		1/27/2005			FTC, Untimely		<input type="checkbox"/>	1	<input checked="" type="checkbox"/>
5	HEBERLIN	1394436	GILLIAM,	Boise Cascade LLC	1/28/2005	1/31/2005	1/31/2005			4/11/2005	Settlement	Termination changed to Resignation	<input type="checkbox"/>	73	<input checked="" type="checkbox"/>
3	TAYLOR	1394444	SHELTON,	Aspen Square Management	1/31/2005	1/31/2005	1/31/2005			3/8/2005	Non-Merit		<input type="checkbox"/>	36	<input checked="" type="checkbox"/>
6	BROWN	1395532	SCHMIDT,	Kelly Services	2/1/2005	2/1/2005	2/5/2005			4/19/2005	2 AAG for Review, Non-Merit		<input type="checkbox"/>	77	<input checked="" type="checkbox"/>
1	BUTLER		FARRINGT	Z&K Transportation/DHL	2/2/2005	2/7/2005		2/10/2005			Withdrawn		<input type="checkbox"/>	8	<input checked="" type="checkbox"/>
2	BUTLER		KENNEDY,	Ross Dept. Store	2/2/2005	2/4/2005		2/7/2005			Deferred to Ind. Ins. Discrimination		<input type="checkbox"/>	5	<input checked="" type="checkbox"/>
2	BUTLER		HOWARD,	Rosetta Assisted Living	2/4/2005	2/4/2005		2/7/2005			Deferred to Ind. Ins. Disc.		<input type="checkbox"/>	3	<input checked="" type="checkbox"/>
1	NAVARRE	1396100	COLLINS,	Oliver Naugle Z-Specialties	2/10/2005	2/10/2005	2/10/2005			3/24/2005	Withdrawal		<input type="checkbox"/>	42	<input checked="" type="checkbox"/>
2	BUTLER		JOHNSON,	Sixty-01 Village Apt. Complex	2/10/2005	2/10/2005		2/10/2005			Withdrawn		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>

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2	BUTLER	RYUN, Gor	Panorama House Apis.		2/11/2005	2/11/2005		2/12/2005			"Untimely"		<input type="checkbox"/>	1
5	BUTLER	ESCOBAR,	Columbia Reach Packing Co.		2/14/2005	2/14/2005		2/27/2005			FTC, Not Engaged in a S/H Protected Activity		<input type="checkbox"/>	13
2	BROWN	1403062 THOMPSON	Pierce Co. Housing Authority		2/15/2005	2/28/2005	2/28/2005		4/14/2005		Settled	\$4,500	<input type="checkbox"/>	58
4	BUTLER	MORGAN,	Premier Floors		2/17/2005	2/27/2005		2/27/2005			FTC, Unimely		<input type="checkbox"/>	10
5	HEBERLIN	1401868 CABREFA,	Washington Fruit & Produce Co		2/18/2005	2/28/2005	3/10/2005		3/10/2005				<input type="checkbox"/>	20
1	BROWN	1400811 MARTIN, V	NW Oral/Maxillofacial Surgery		2/22/2005	2/28/2005	2/28/2005		3/15/2005		Settlement	\$2,970.88	<input type="checkbox"/>	21
2	NAVARRE	1399385 MIERZWA,	Paget Sound Repairs		2/24/2005	2/27/2005	2/27/2005		3/21/2005		Non-Merit		<input type="checkbox"/>	25
2	NAVARRE	BUGIO, Mar	ServiceMaster		2/28/2005	2/28/2005	3/2/2005	4/11/2005			(Enhanced Screening - Withdrawal)		<input type="checkbox"/>	42
6	HEBERLIN	1400829 Moe,	Anthon Inland Northwest Dist. Inc.		3/2/2005	3/3/2005	3/3/2005		6/1/2005		Non-Merit		<input type="checkbox"/>	91
2	BUTLER	HULSE, Bra	Smith Brother's Farm		3/9/2005	3/10/2005		3/10/2005			FTC, Deferred to Employment Standards		<input type="checkbox"/>	1
3	BROWN	1402247 BOBB, Peter	Group Health Cooperative		3/10/2005	3/10/2005	3/15/2005		5/20/2005		Withdrawn		<input type="checkbox"/>	71
4	BROWN	MAYBERG	City of Elma (Fire Dept)		3/16/2005	3/21/2005	2/21/2005		1638				<input type="checkbox"/>	
4	BUTLER	HART, Amb	Daisy May Co. (Subway)		3/16/2005	3/16/2005		4/1/2005			TTC, Complainant Quit		<input type="checkbox"/>	16
4	HART, Amb		Subway		3/16/2005	3/16/2005		4/1/2005			FTC, Comp Quit		<input type="checkbox"/>	16
5	BUTLER	HART, Caro	Custom Apple Packer's		3/16/2005	3/18/2005		3/22/2005			Deferred to Ind. Ins. Disc.		<input type="checkbox"/>	6
3	BROWN	1405653 PETERSEN,	Kiesap Orthopedics/Sport Med.		3/17/2005	3/17/2005	3/17/2005		4/21/2005		Settled	\$1,806.00	<input type="checkbox"/>	35
5	HEBERLIN	HAMMOND	Three Rivers Mechanical		3/17/2005	3/21/2005	3/21/2005		3/26/2005		Withdrawal		<input type="checkbox"/>	9
1	NAVARRE	1403054 FRYMAN,	Fixall Maint. & Construction		3/21/2005	3/21/2005	3/21/2005		6/13/2005		Settlement	\$1,000	<input checked="" type="checkbox"/>	84

Region Investigator	Case	Complainant	Employer	Received	Screened	Assigned/ Opened	Admin Closed	Total # of Days Open	Closed	Disposition	Settlement	Merit?	Total # of Days to Closed Final?
6	BROWN	REISEN, Ro	Goodrich Corporation	4/29/2005	4/29/2005		5/19/2005	1591		Not Engaged in a Safety Protected Activity		<input type="checkbox"/>	20
2	BROWN	1410083 LUND, Viel	American Healthways, Inc.	5/2/2005	5/2/2005	2/5/2005						<input type="checkbox"/>	
2	BROWN	1410687 MARTIN, R	Campel Exchange	5/2/2005	5/5/2005	5/5/2005			6/13/2005	Non-Merit		<input type="checkbox"/>	42
5	HEBERLIN	1411206 BURKHAR	Englewood Gardens	5/2/2005	5/6/2005	5/7/2005			6/16/2005	Settled	\$2,600.00	<input type="checkbox"/>	45
4	BROWN	1411198 MEYER, Ro	VanPort Warehousing	5/4/2005	5/9/2005	5/9/2005	6/13/2005			FTC, Not Engaged in a S/H Protected Activity		<input type="checkbox"/>	40
1	BUTLER	AMIEL, Jani		5/9/2005	5/10/2005		5/19/2005			FTC, Deferred to HRC		<input type="checkbox"/>	10
2	BROWN	SCHAMEN	Cutter Construction, Inc.	5/9/2005	5/9/2005		5/19/2005			FTC, Untimely		<input type="checkbox"/>	10
2	BUTLER	AMIEL, Jani	Seattle Paint Supply	5/9/2005	5/10/2005	5/16/2005		1584		(Enhanced Screening Only)		<input type="checkbox"/>	
3	NAVARRE	1413988 HARRIS, Mi	Americon Inc/Tab Enterprises	5/11/2005	5/18/2005	5/19/2005			6/30/2005	Withdrawal		<input type="checkbox"/>	50
6	HEBERLIN	1413996 NAVYA, Rafe	Riverview Orchards	5/12/2005	5/16/2005	5/19/2005			8/8/2005	Non-Merit		<input type="checkbox"/>	88
6	HEBERLIN	1414655 HOUSE, Les	K-Mart (Spokane)	5/12/2005	5/24/2005	5/25/2005			9/26/2005	Merit - To AAG for Litigation		<input checked="" type="checkbox"/>	137
5	HEBERLIN	1414010 HERRNAND	Saddle Back Orchard	5/17/2005	5/20/2005	5/20/2005			6/27/2005	Withdrawal		<input type="checkbox"/>	41
3	NAVARRE	1413806 LUNDDIN, M	Hillsstrom Cabinets	5/18/2005	5/19/2005	5/19/2005			7/21/2005	Settled	\$661.00	<input type="checkbox"/>	64
5	HEBERLIN	1414002 PRATER, R	Finish Line Power Coating	5/19/2005	5/19/2005	5/19/2005			7/17/2005	FTC, Comp Resigned		<input type="checkbox"/>	49
6	HEBERLIN	1413780 PARKER, M	Hearth & Homes, Inc.	5/19/2005	5/19/2005	5/19/2005			8/8/2005	Non-Merit		<input type="checkbox"/>	81
2	BUTLER	1358126 LUNDY, Vi	American Healthways, Inc.	5/20/2005	5/20/2005		5/20/2005			FTC, Deferred to Ind. Ins.		<input type="checkbox"/>	0
3	BROWN	1417021 SIMS, Jerry	American Management Services	5/23/2005	6/8/2005	6/13/2005			7/12/2005	Non-Merit		<input type="checkbox"/>	50
1	NAVARRE	1415421 LOMAX, Di	Sultan Laundry Center	5/25/2005	6/1/2005	6/1/2005			7/18/2005	Non-Merit		<input type="checkbox"/>	54
4	SPRUNGER	HENDERIC	Foster Farms	5/26/2005	5/31/2005		6/13/2005			FTC, "Untimely"		<input type="checkbox"/>	18
1	NAVARRE	1415215 PEREZ, Ann	Manpower	5/27/2005	5/31/2005	5/31/2005			8/23/2005	Withdrawal		<input type="checkbox"/>	88

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5	HEBERLIN	1403096	BLAIR, Keil	Columbia Diagnostics	3/21/2005	3/21/2005	3/21/2005			6/13/2005	Withdrawal		84	84	<input checked="" type="checkbox"/>
5	HEBERLIN	1403112	ODEI, Krist	Custom Productions	3/21/2005	3/21/2005	3/22/2005				FTC, Comp Resigned his position		24	24	<input checked="" type="checkbox"/>
2	NAVARRRE		SANFORD, Cunningham Mfg.		3/22/2005	3/22/2005	3/22/2005		1632						<input type="checkbox"/>
3	BUTTLER		KOHLER, D J.B. Hunt Transportation		3/22/2005	3/25/2005		4/1/2005			Deferred to OSHA		10	10	<input checked="" type="checkbox"/>
2	BUTTLER		MISSIONAR Office Depot		3/31/2005	4/1/2005		4/1/2005			"Untimely"		1	1	<input checked="" type="checkbox"/>
2	BUTTLER		MISSIONAR Office Depot		3/31/2005	4/1/2005		4/1/2005			FTC, Untimely		1	1	<input checked="" type="checkbox"/>
2	BUTTLER		PETERSON, Phillips Oral Healthcare		4/1/2005	4/1/2005		4/1/2005			FTC, Comp Quit		0	0	<input checked="" type="checkbox"/>
3			SULLIVAN, Love & Laughter Learning Chr.		4/1/2005	4/1/2005	4/1/2005		1622						<input type="checkbox"/>
3	NAVARRRE	1405695	SULLIVAN, Love & Laughter Learning Chr.		4/1/2005	4/1/2005	4/1/2005			5/16/2005	Settled	Positive Ltr. Of Recommendation	45	45	<input checked="" type="checkbox"/>
1	NAVARRRE		GARCIA, Se Pioneer Mfg.		4/4/2005	4/4/2005	4/14/2005		1619						<input type="checkbox"/>
2	NAVARRRE	1407071	IVANOFF, Moss Chiropractic		4/4/2005	4/7/2005	4/11/2005			6/20/2005	Non-Merit		77	77	<input checked="" type="checkbox"/>
4	BUTTLER		NOLL, Rich Ruan Transport		4/8/2005	4/11/2005		4/18/2005			Deferred to OSHA		10	10	<input checked="" type="checkbox"/>
5	BUTTLER		SCOTT, Chr Williams NW Gas Pipeline		4/18/2005	4/21/2005		4/21/2005			"Untimely"		3	3	<input checked="" type="checkbox"/>
2	BUTTLER		REIS, Dougl Renton Fish & Game Club		4/19/2005	4/19/2005		5/19/2005			"Untimely"		30	30	<input checked="" type="checkbox"/>
3	BUTTLER		HARTMAN, Weyerhaeuser		4/19/2005	5/5/2005		5/19/2005			FTC, Deferred to Ind. Ins.		30	30	<input checked="" type="checkbox"/>
6	BROWN		WEIDMAN, Mason County Garbage Co.		4/19/2005	4/19/2005		5/19/2005			FTC, Lack of Safety Protected Activity		30	30	<input checked="" type="checkbox"/>
4	BUTTLER		McCoy, Ma Glacier NW		4/21/2005	4/21/2005		4/26/2005			Deferred to OSHA		5	5	<input checked="" type="checkbox"/>
4	BUTTLER	1412931	McCoy, Ma Glacier N.W.		4/21/2005	4/26/2005	5/16/2005			7/7/2005	Withdrawal		77	77	<input checked="" type="checkbox"/>
5	HEBERLIN	1409798	MUNOZ, Ju	DeKuyter Brother's Dairy	4/22/2005	4/22/2005	4/22/2005			6/30/2005	Withdrawal		69	69	<input checked="" type="checkbox"/>
6	HEBERLIN	1411594	ROBBE, Ma	Big Brothers/Big Sisters Bingo	4/28/2005	5/10/2005	5/10/2005			6/27/2005	Non-Merit		60	60	<input checked="" type="checkbox"/>

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4	BUTLER		WRAY, Kell	Olympic Panel Products	6/3/2005	6/7/2005		6/7/2005			FTC, Deferred to Ind. Ins.		<input type="checkbox"/>	4
3	SPRUNGER	1417005	ROBINSON, Plush	Pippen	6/6/2005	6/8/2005	6/13/2005			9/19/2005	Non-Merit		<input type="checkbox"/>	105
4	SPRUNGER	1415769	BOOS, Kenn	Express Personnel Services	6/9/2005	6/22/2005	6/22/2005			8/8/2005	Settlement	\$726.00	<input type="checkbox"/>	60
1	BUTLER		SMITH, San	Fred Meyers	6/13/2005	6/14/2005		6/14/2005			FTC, No Protected Activity		<input type="checkbox"/>	1
2	BROWN	1417013	FEMIANO, Seattle	School District #1	6/13/2005	6/13/2005	6/13/2005			8/29/2005	Non-Merit		<input type="checkbox"/>	77
2	NAVARRA	1417831	PONATH, J	ANEW	6/14/2005	6/16/2005	6/16/2006			9/19/2005	Settled	\$10,654.49	<input type="checkbox"/>	97
4	SPRUNGER		SHAIN, Seth	Barrett Business, Inc.	6/14/2005	6/16/2005	6/16/2005		1548				<input type="checkbox"/>	
2	BROWN	1419605	ROMINE, Y	Bellevue Podiatric Physicians	6/21/2005	6/23/2005	6/25/2005			8/22/2005	Settled	Termination changed to Resignation	<input type="checkbox"/>	62
2	BUTLER		FORCH, Leo	Pepsi Bottling Co.	6/29/2005	7/1/2005		7/1/2005			FTC, Deferred to ADA - HRC		<input type="checkbox"/>	12
4	SPRUNGER	1421676	HANNA, Bo	Tacoma Goodwill Industries	7/7/2005	7/11/2005	7/11/2005			9/8/2005	Withdrawal		<input type="checkbox"/>	63
6	HEBERLIN	1422013	HOWLAND, Timberline	Truss	7/8/2005	7/14/2005	7/14/2005			9/12/2005	Non-Merit		<input type="checkbox"/>	66
1	BROWN	1423128	ROWE, Chri	PS Custom Cabinets Doors	7/11/2005	7/21/2005	7/21/2005			8/22/2005	Settled	\$763.92	<input checked="" type="checkbox"/>	42
3	SPRUNGER	1428622	CRAIG, Wtl	SIPCQ Surface Protection	7/11/2005	7/14/2005	7/14/2005			9/6/2005	Non-Merit		<input type="checkbox"/>	57
1	NAVARRA	1422005	BUCK, Dary	West Coast Windows	7/14/2005	7/14/2005	7/14/2005			9/8/2005	Withdrawal		<input type="checkbox"/>	56
5	HEBERLIN	1423102	CORONEL, Manpower, Inc.		7/14/2005	7/14/2005	7/21/2005			0/11/2005	Non-Merit		<input type="checkbox"/>	89
4	SPRUNGER	1422583	POLLOCK, Zanett	Custom Exteriors	7/15/2005	7/18/2005	7/18/2005			8/23/2005	Settled	\$960.00	<input type="checkbox"/>	39
5	BUTLER		JONES, Dan	Kelleher Ford	7/15/2005	7/18/2005		7/18/2005			FTC, Deferred to Ind. Ins. Disc.		<input type="checkbox"/>	3
7	BUTLER		BERG, Chad	Swift Transportation	7/18/2005	7/21/2005		7/21/2005			Deferred to OSHA (STAA)		<input type="checkbox"/>	3
3	SPRUNGER		MIKELS, Sa	W/D. Enterprise	7/27/2005	8/1/2005	8/4/2005	8/30/2005			FTC		<input type="checkbox"/>	34

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2	NAVARRRE	1426345	MIZE, Eliza	Puget Sound Blood Center	8/4/2005	8/8/2005	8/8/2005		11/1/2005		Deferred to Ind. Ins. Discrimination		<input type="checkbox"/>	89	<input checked="" type="checkbox"/>
5	HEBERLIN	1426832	SLEETERIN, H.F.	Hauff Co.	8/8/2005	8/12/2005	8/15/2005		11/1/2005		Non-Merit		<input type="checkbox"/>	85	<input checked="" type="checkbox"/>
2	BROWN	1426840	ACOSTA, G	King County Metro	8/9/2005	8/15/2005	8/15/2005		0/13/2005		Deferred to Union Grievance Process		<input type="checkbox"/>	65	<input checked="" type="checkbox"/>
2	BUTLER		JOHNSON, Silver Dollar	Casino	8/9/2005	8/12/2005		8/15/2005			FTC - Not Engaged in a Protected Activity		<input type="checkbox"/>	6	<input checked="" type="checkbox"/>
3	BUTLER		MISKAR, D	Movies To Go	8/12/2005	8/12/2005		8/15/2005			Withdrawal		<input type="checkbox"/>	3	<input checked="" type="checkbox"/>
6	BUTLER		HODSON, T	Wal-mart (Walla Walla)	8/15/2005	8/15/2005		8/18/2005			FTC, Comp Resigned		<input type="checkbox"/>	3	<input checked="" type="checkbox"/>
2	BROWN	1427947	PEEK, Mich	Coil	8/22/2005	8/22/2005	8/22/2005		11/8/2005		Settled	\$12,112.21	<input type="checkbox"/>	78	<input checked="" type="checkbox"/>
3	BROWN	1428630	MGMILLAN	Pierce Co. Housing Authority	8/22/2005	8/22/2005	8/22/2005		0/27/2005		Withdrawal		<input type="checkbox"/>	66	<input checked="" type="checkbox"/>
6	HEBERLIN	1428259	LEYVA, Ra	Ponderay Valley Fiber	8/23/2005	8/23/2005	8/23/2005		0/13/2005		Non-Merit		<input type="checkbox"/>	51	<input checked="" type="checkbox"/>
6	BUTLER	1435346	KATZE, Jae	Eastern Washington University	8/25/2005	8/25/2005	8/25/2005		0/41/2005		Non-Merit		<input type="checkbox"/>	47	<input checked="" type="checkbox"/>
2	NAVARRRE	1432087	LEE, Alice	Seattle Public Schools	8/28/2005	9/6/2005	9/6/2005		1/21/2005		Non-Merit		<input type="checkbox"/>	85	<input checked="" type="checkbox"/>
2	BUTLER		STEGMAN, Super	Floors	8/30/2005	8/30/2005		9/7/2005			Deferred to OSHA		<input type="checkbox"/>	8	<input checked="" type="checkbox"/>
3	SPRINGER	1434075	DAVIS, Dar	Ma & Pa Round-up Rest & Lounge	9/2/2005	9/6/2005	9/8/2005		1/30/2005		Settled	\$1,955.10	<input type="checkbox"/>	89	<input checked="" type="checkbox"/>
6	BUTLER		MATTHIES	Stemilt, Inc.	9/7/2005	9/14/2005		9/14/2005			Deferred to Ind. Ins. Discrimination		<input type="checkbox"/>	7	<input checked="" type="checkbox"/>
2	NAVARRRE	1434059	SHANNON, Bio	Clean Inc.	9/13/2005	9/13/2005	9/13/2005		1/10/2005		Non-Merit		<input type="checkbox"/>	58	<input checked="" type="checkbox"/>
2	BUTLER		MERRITT, Emerald	Heights	9/14/2005	9/15/2005		9/15/2005			Deferred to Employment Standards		<input type="checkbox"/>	1	<input checked="" type="checkbox"/>
2	BUTLER		BLACKBU	Spirit of Washington Dinner Tr	9/19/2005	9/26/2005		9/26/2005			FTC, Not Engaged in a S/H Protected Activity		<input type="checkbox"/>	7	<input checked="" type="checkbox"/>
6	HEBERLIN	1435098	BARAJAS, Washington	Potato	9/19/2005	9/19/2005	9/19/2005		12/4/2005		Non-Merit		<input type="checkbox"/>	76	<input checked="" type="checkbox"/>

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									1440						
1	NAVARRRE	1437300	MACCK, Stev	Safeway, Inc.	9/30/2005	9/30/2005	9/30/2005				Non-Merit		<input type="checkbox"/>	56	<input checked="" type="checkbox"/>
5	HEBERLIN	1437813	SCHMIERE	Baxter Construction L.L.C.	10/3/2005	10/3/2005	10/3/2005			1/28/2005	Non-Merit		<input type="checkbox"/>	8	<input checked="" type="checkbox"/>
2	BUTLER		RANDALL,	Visa Vending	10/5/2005	10/5/2005					FTC, Not Engaged in a SMH protected Activity		<input type="checkbox"/>		<input checked="" type="checkbox"/>
1	BROWN	1439082	CHRISTIE,	City of Everett	10/6/2005	01/10/2005	01/10/2005			0/27/2005	Settlement	Removal of Letter of Reprimand	<input type="checkbox"/>	21	<input checked="" type="checkbox"/>
3	SPRUNGER	1439074	NESPER, Ba	Beard's Cove Community Org.	10/7/2005	01/07/2005	01/10/2005			0/25/2005	Non-Merit - Lack of Reprisal		<input type="checkbox"/>	18	<input checked="" type="checkbox"/>
2	SPRUNGER	1440189	LAKE, Michl	Rainier Pallet & Crating Co.	01/13/2005	01/15/2005	01/17/2005			11/1/2005	Settled	\$960.00 (Per Complainant)	<input type="checkbox"/>	19	<input checked="" type="checkbox"/>
3	SPRUNGER	1441120	DERING, G	Birdseye Foods Inc.	0/20/2005	0/24/2005	0/24/2005			1/10/2006	Withdrawn (Deferred to Union Arb. Process)		<input type="checkbox"/>	82	<input checked="" type="checkbox"/>
5	HEBERLIN	1441138	BOWEN, LJ	City of Granger (Public Works)	0/23/2005	0/24/2005	0/24/2005			12/4/2005	Settled	Personnel file purged of Negative info.	<input type="checkbox"/>	42	<input checked="" type="checkbox"/>
4	SPRUNGER	1442334	PERKINS, T	Evergreen School District #114	0/24/2005	0/31/2005	0/31/2005			1/20/2006	Non-Merit		<input type="checkbox"/>	88	<input checked="" type="checkbox"/>
4	BROWN	1442342	WESTON, L	Glenoma Medical Transport	0/28/2005	0/28/2005	0/31/2005			1/23/2005	Withdrawal		<input type="checkbox"/>	26	<input checked="" type="checkbox"/>
2	NAVARRRE	1443092	HUBBARD,	Safeway, Inc.	11/2/2005	11/3/2005	11/3/2005			1/23/2006	Withdrawal		<input type="checkbox"/>	82	<input checked="" type="checkbox"/>
4	BROWN		STRIDER, D	Dept of Labor and Industries	11/2/2005	11/3/2005				11/3/2005	FTC, Referred to HRC		<input type="checkbox"/>	1	<input checked="" type="checkbox"/>
2	BUTLER		SAULS, Leo	Lowe's Home Improvement	1/10/2005	1/10/2005				1/14/2005	Withdrawn		<input type="checkbox"/>	4	<input checked="" type="checkbox"/>
6	HEBERLIN	1444363	WARD, Eric	Service Master of the Valley	1/10/2005	1/14/2005	1/14/2005			1/24/2006	Non-Merit		<input type="checkbox"/>	75	<input checked="" type="checkbox"/>
3	BUTLER		BARHAM,	State of WA (DOC)	1/14/2005	1/15/2005				1/28/2005	Untimely		<input type="checkbox"/>	14	<input checked="" type="checkbox"/>
2	BROWN	1444629	FIGUEROA,	Obayashi Corporation	1/15/2005	1/15/2005	1/15/2005			1/23/2005	Deferred to Ind. Ins. Discrimination		<input type="checkbox"/>	8	<input checked="" type="checkbox"/>
3	BUTLER		ALLEN, Eug	Safeway Stores, Inc.	1/15/2005	1/15/2005				1/15/2005	Deferred to HRC & Ind. Ins. Disc.		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>

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6	HEBERLIN	1444611	SKORNYA	SCAFCO Corporation	1/15/2005	1/15/2005	1/15/2005	1/15/2005	1/3/2006	1/3/2006	Withdrawal		<input type="checkbox"/>	49	<input checked="" type="checkbox"/>
4	SPRUNGER	1445477	MONAHAN	First Aid Only, Inc.	1/17/2005	1/21/2005	1/21/2005	1/21/2005	1/10/2006	1/10/2006	Settled	\$989.05	<input type="checkbox"/>	54	<input checked="" type="checkbox"/>
5	HEBERLIN	1445485	BEAN, Virgi	Wal-Mart #2007	1/17/2005	1/21/2005	1/21/2005	1/21/2005	1/30/2005	1/30/2005	FTC - Not Engaged in a S/H Protected Activity		<input type="checkbox"/>	13	<input checked="" type="checkbox"/>
6	HEBERLIN	1445493	HALL, Shan	Aslin Finch Distribution	1/18/2005	1/21/2005	1/21/2005	1/23/2005	1/9/2006	1/9/2006	Non-Merit		<input type="checkbox"/>	52	<input checked="" type="checkbox"/>
2	BUTLER		KOUREME	Jones Lang Lasalle	1/22/2005	1/23/2005	1/23/2005	1/23/2005			Deferred to Ind. Ins. & HRC		<input type="checkbox"/>	1	<input checked="" type="checkbox"/>
2	BROWN		CORBY, Lar		1/23/2005	2/27/2005	1/28/2005	1/28/2005			Untimely filed.		<input type="checkbox"/>	5	<input checked="" type="checkbox"/>
2	BROWN		HOOPER, A	Boeing Co.	1/29/2005	1/25/2005	1/25/2005	1/25/2005			S/C "Untimely"		<input type="checkbox"/>	6	<input checked="" type="checkbox"/>
3	BROWN		ASPERBIS,	Overnight Transportation, Inc.	1/30/2005	1/30/2005	1/30/2005	1/30/2005			Deferred to OSHA		<input type="checkbox"/>	1	<input checked="" type="checkbox"/>
1	BROWN		KHAN, Tan	ILP Transport	1/26/2005	2/14/2005	2/15/2005	2/15/2005			Deferred to OSHA (STAA)		<input type="checkbox"/>	9	<input checked="" type="checkbox"/>
2	BROWN		DUCKWOR	Qwest Communications	1/28/2005	2/14/2005	2/14/2005	2/14/2005			S/C -No adverse action taken		<input type="checkbox"/>	6	<input checked="" type="checkbox"/>
2	BROWN	1448489	BENTLER,	Extra Car (Shuttle Service)	1/28/2005	1/28/2005	1/28/2005	2/21/2006	2/21/2006	2/21/2006	Non-Merit		<input type="checkbox"/>	75	<input checked="" type="checkbox"/>
2	NAVARRA	1448877	CRITTEND	Bailey Mechanical Inc.	1/29/2005	2/12/2005	2/12/2005	3/6/2006	3/6/2006	3/6/2006	Settlement	\$2200.00	<input type="checkbox"/>	87	<input checked="" type="checkbox"/>
4	SPRUNGER	1448901	OLKOWSKI	The Grey Gull Motel	2/11/2005	2/12/2005	2/12/2005	1/23/2006	1/23/2006	1/23/2006	Settled	\$2,317.75	<input type="checkbox"/>	43	<input checked="" type="checkbox"/>
3	BROWN		MILLER, Ta	Cleatbrook Inn Living Center	2/14/2005	2/14/2005	2/14/2005	2/14/2005			Untimely		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
3	SPRUNGER	1451756	KOSLOSKY	Warehouse Demo Services	2/16/2005	2/29/2005	2/29/2005	2/1/2006	2/1/2006	2/1/2006	Withdrawal		<input type="checkbox"/>	47	<input checked="" type="checkbox"/>
1	BROWN, Pa	1451764	PRENTICE,	Resource Security	2/17/2005	2/21/2005	1/3/2006	1/1/2006	1/1/2006	1/1/2006	Settled	Complainant Reinstated	<input type="checkbox"/>	32	<input checked="" type="checkbox"/>
3	BROWN		KHEL, Steph	Reiter Construction	2/20/2005	2/27/2005	2/27/2005	2/27/2005			Deferred to Industrial Insurance Discrimination		<input type="checkbox"/>	7	<input checked="" type="checkbox"/>
2	BROWN		ALANI, Reb	Group Health Providence	2/21/2005	1/3/2006	1/3/2006	1/3/2006			Untimely		<input type="checkbox"/>	13	<input checked="" type="checkbox"/>
2	BROWN, Pa		ALANI, Reb	Group Health-Providence	2/21/2005	1/3/2006	1/3/2006	1/3/2006			Untimely; CP resigned in 1991.		<input type="checkbox"/>	13	<input checked="" type="checkbox"/>

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2	NAVARRÉ	1451541	LAVEY, Ta	Achstone Smith	2/23/2006	2/28/2006	2/29/2006		3/14/2006	3/14/2006	Non-Merit		<input type="checkbox"/>	81
6	HEBERLIN	1451533	MARCIONE	Laidlaw Transp. Inc.	2/27/2006	2/28/2006	2/29/2006		3/14/2006	3/14/2006	Non-Merit		<input type="checkbox"/>	77
2	BROWN		SAYLER, W	Des Moines Assisted Living	1/12/2006	2/13/2006		2/13/2006			Ultimately filed.		<input type="checkbox"/>	32
3	SPRUNGER	1453737	LUMBERT, Fields	Company LLC	1/12/2006	1/12/2006	1/12/2006		3/14/2006	3/14/2006	Non-Merit		<input type="checkbox"/>	61
3	SPRUNGER	1454321	PUETT, Cha	P.C. Salvage, LLC	1/13/2006	1/17/2006	1/17/2006		4/10/2006	4/10/2006	Non-Merit		<input type="checkbox"/>	87
4	BUTLER		OLSON, WII	Weyerhaeuser Co.	1/17/2006	1/17/2006		1/23/2006			Deferred to HRC & Ind. Ins. Disc.		<input type="checkbox"/>	6
1	NAVARRÉ	1456714	HAWKINS, Mount Vernon	Frame & Axle Co.	1/19/2006	1/19/2006	1/19/2006		4/3/2006	4/3/2006	Settled	\$710.	<input type="checkbox"/>	74
4	BUTLER		BUNDY, Da	Inspectorate	1/20/2006	1/20/2006		1/31/2006			FTC, Ultimately		<input type="checkbox"/>	11
1	NAVARRÉ	1461508	ALDRICH, Bulldog	Demolition/Contracting	1/25/2006	1/30/2006	1/30/2006		3/21/2006	3/21/2006	Withdrawn		<input type="checkbox"/>	55
2	Navarre	1458918	McGILL, Site	Cookies by Design	1/26/2006	1/26/2006	1/26/2006		1/6/2006	1/6/2006	Settled	\$680.00	<input type="checkbox"/>	-20
4	SPRUNGER	1458900	VENDSEL, Behavioral	Health Resources	1/26/2006	1/26/2006	1/26/2006		4/3/2006	4/3/2006	Withdrawn		<input type="checkbox"/>	67
5	HEBERLIN	1460914	SANCHEZ, Western	R.V.	1/26/2006	1/30/2006	1/30/2006		4/4/2006	4/4/2006	Non-Merit		<input checked="" type="checkbox"/>	68
3	SPRUNGER	1460930	WILSON, Jo	Daines Electric	1/27/2006	1/30/2006	1/30/2006		4/25/2006	4/25/2006	Non-Merit		<input type="checkbox"/>	88
2	BROWN		CROSIER, Seattle	Police Athletic Ass.	1/30/2006	2/8/2006		2/9/2006			Ultimately		<input type="checkbox"/>	10
3	SPRUNGER	1460955	GINN, Andr	Angeles Composite Technologies	1/30/2006	1/30/2006	1/30/2006		2/13/2006	2/13/2006	Non-Merit		<input type="checkbox"/>	14
4	SPRUNGER		ANDREWS, South Bay	Excavating	2/1/2006	2/13/2006	2/13/2006		1316		Assigned to field for investigation.		<input type="checkbox"/>	
4	SPRUNGER	1467729	ANDREWS, South Bay	Excavating Inc.	2/1/2006	2/13/2006	2/13/2006		4/28/2006	4/28/2006	Non-Merit		<input type="checkbox"/>	86
2	BROWN	1465343	SILVERS, Pacific	Fishermen Inc.	2/6/2006	2/7/2006	2/7/2006		3/7/2006	3/7/2006	Withdrawn		<input type="checkbox"/>	29
2	BROWN	1467604	THOMPSON, Safety-Kleen	Systems, Inc.	2/6/2006	2/9/2006	2/11/2006		3/20/2006	3/20/2006	Withdrawal (Private Right of Action)		<input type="checkbox"/>	42

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2	NAVARRE	BROOKS, R	Pepsi Bottling Company	Pepsi Bottling Co.	2/6/2006	2/13/2006	2/13/2006		1311	5/4/2006	Settled	\$11,183.20	<input type="checkbox"/>	87	<input checked="" type="checkbox"/>	
2	NAVARRE	HABTEMA	Edgewater Hotel	Edgewater Hotel	2/1/2006	2/8/2006	2/11/2006			3/1/4/2006	Not engaged in a S&H Protected Activity		<input type="checkbox"/>	35	<input checked="" type="checkbox"/>	
1	BUTLER	HOLDEN, J	The Sun Spa	The Sun Spa	2/8/2006	2/9/2006		2/9/2006			Deferred to Employment Standards		<input type="checkbox"/>	1	<input checked="" type="checkbox"/>	
1	NAVARRE	1467612 COOK, Edw	Amn Construction	Amn Construction	2/10/2006	2/13/2006	2/13/2006			4/5/2006	Withdrawn		<input type="checkbox"/>	54	<input checked="" type="checkbox"/>	
3	BROWN	SAYLER, W	Des Moines Assisted Living	Des Moines Assisted Living	2/10/2006	2/13/2006		2/13/2006			"Ultimately"		<input type="checkbox"/>	3	<input checked="" type="checkbox"/>	
2	BROWN	1468883 SIPE-DAN,	Synsor Corporation	Synsor Corporation	2/13/2006	2/14/2006	2/15/2006			4/3/2006	Non-Merit		<input type="checkbox"/>	49	<input checked="" type="checkbox"/>	
3	BUTLER	MACDONAL	Sprint	Sprint	2/13/2006	2/13/2006		2/13/2006			Deferred to HRC & Ind. Ins. Discer		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>	
4	SPRUNGER	1469931 ALEXAND	Nova Contracting	Nova Contracting	2/23/2006	2/25/2006	2/25/2006			5/20/2006	Non-Merit		<input type="checkbox"/>	86	<input checked="" type="checkbox"/>	
1	BROWN	1469949 KEMPF, Ste	Williams- Scotsman, Inc.	Williams- Scotsman, Inc.	2/24/2006	2/24/2006	2/25/2006			4/13/2006	Settled	\$520, one week's salary; tm ch'd to resignation	<input type="checkbox"/>	48	<input checked="" type="checkbox"/>	
2	BROWN	1471036 ONWUKWE	Stateside Power Electric, Inc.	Stateside Power Electric, Inc.	2/24/2006	2/28/2006	3/1/2006			4/28/2006	Non-Merit		<input type="checkbox"/>	63	<input checked="" type="checkbox"/>	
1	BUTLER	DISCH, Jond	D.B. Johnson Construction	D.B. Johnson Construction	2/27/2006	2/28/2006		3/1/4/2006			Not Engaged in a S/H Protected Activity		<input type="checkbox"/>	15	<input checked="" type="checkbox"/>	
4	BUTLER	MURRAY,	Hartford Escrow Inc.	Hartford Escrow Inc.	2/28/2006	3/1/2006				3/3/2006	Deferred to State of California		<input type="checkbox"/>	3	<input checked="" type="checkbox"/>	
2	NAVARRE	1471051 MAICHIRO	Bryant Motors	Bryant Motors	3/1/2006	3/3/2006	3/3/2006			5/8/2006	Non-Merit		<input type="checkbox"/>	68	<input checked="" type="checkbox"/>	
1	BROWN	1471044 McLEOD, T	Mike Painter Construction	Mike Painter Construction	3/2/2006	3/3/2006	3/3/2006			3/22/2006	Settlement	\$1,000	<input type="checkbox"/>	20	<input checked="" type="checkbox"/>	
6	HEBERLIN	1472364 SOPER, Tra	Rite Aid	Rite Aid	3/3/2006	3/3/2006	3/3/2006			5/24/2006	Merit Finding (Deferred to AAG for Litigation)		<input type="checkbox"/>	82	<input checked="" type="checkbox"/>	
4	SPRUNGER	1471317 SCHILLING	Dirth Works Specialist	Dirth Works Specialist	3/6/2006	3/6/2006	3/7/2006			5/25/2006	Settlement	(\$901.41)	<input checked="" type="checkbox"/>	80	<input checked="" type="checkbox"/>	
1	BROWN	1471754 GILBERT,	Meadow Wood Farm	Meadow Wood Farm	3/8/2006	3/8/2006	3/9/2006			6/5/2006	Merit, To AAG for Litigation	\$9,000	<input checked="" type="checkbox"/>	89	<input checked="" type="checkbox"/>	

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6	BUTLER		BOBOTH, J	Allan Bros Fruit, Inc.	3/9/2006	3/9/2006			3/9/2006		Not Engaged, Deferred to IID		<input type="checkbox"/>	0
2	BROWN	1476456	MURRAY, Curtis Barnett, DDS		3/10/2006	4/10/2006	4/10/2006			6/12/2006	Merit - To AAG for Litigation	\$232.00	<input checked="" type="checkbox"/>	94
3	BROWN		TAITANO, Dejavu		3/14/2006	3/20/2006			3/20/2006		S/C, Lack of a Prima Facie Case		<input type="checkbox"/>	6
6	BUTLER		KLEIN, Crys A	Bright Beginning Learning Ctr	3/15/2006	3/15/2006			3/15/2006		FTC, Untimely		<input type="checkbox"/>	0
3	BROWN		KELLY, Flo	Walsh & Associates	3/16/2006	3/22/2006			3/22/2006		S/C; Failed to meet criteria for investigation		<input checked="" type="checkbox"/>	6
2	BROWN		HAMPER, Long	Painting Company	3/20/2006	4/5/2006			4/6/2006		S/C. Did not meet criteria		<input type="checkbox"/>	17
2	BUTLER		MUHAMMAD, Sea-Tac	Sweeping Service	3/24/2006	3/24/2006			3/24/2006		Deferred to Employment Standards		<input type="checkbox"/>	0
2	BROWN		WHEELER, Dan	Brown Enterprises, Inc.	3/29/2006	4/6/2006			4/6/2006		S/C. Failed to meet criteria		<input type="checkbox"/>	8
1	BROWN		GAPEN, Pat	ALPAC Components	3/30/2006	4/3/2006			4/3/2006		S/C. Terminated for cause.		<input type="checkbox"/>	4
2	BROWN	1475391	POOR, Cind	Toyota of Seattle	3/31/2006	4/3/2006	4/3/2006			6/12/2006	Withdrawal		<input type="checkbox"/>	73
2	NAVARRE	1475532	SHOAF, Joe	Dick's Towing	3/31/2006	4/3/2006	4/3/2006			6/15/2006	Non-Merit		<input type="checkbox"/>	76
1	BROWN		PEIS, Hope	Pinehurst Park Terrace	4/4/2006	4/10/2006	4/10/2006			6/17/2006	Non-Merit		<input type="checkbox"/>	74
2	BROWN	1475953	HAYES, Dira	Continental Furniture	4/5/2006	4/6/2006	4/6/2006			5/3/2006	Settlement	\$1,040.00	<input type="checkbox"/>	28
3	BROWN		BLEDSOE, Olympia	School District III	4/5/2006	4/5/2006			4/5/2006		S/C. Deferred to Industrial Insurance		<input type="checkbox"/>	0
6	HEBERLIN		ZIMMERMANN	Streimer Sheetmetal Works, Inc	4/5/2006	4/13/2006	4/13/2006			4/13/2006			<input type="checkbox"/>	8
4	SPRUNGER	1478015	OSWALD, R	Nipp & Tuck	4/12/2006	4/22/2006	4/22/2006			6/7/2006	Settlement	\$1,080.00	<input type="checkbox"/>	56
2	NAVARRE	1478031	PIERCE, Jer	W.A. State Parks	4/17/2006	7/22/2006	7/22/2006			7/12/2006	Withdrawal		<input type="checkbox"/>	86

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2	BROWN	1478023	WILLING, J	A-1 Landscaping & Construction	4/18/2006	2/22/2006	4/22/2006		7/5/2006		Merit (To AAG for Litigation)		<input checked="" type="checkbox"/>	78	<input checked="" type="checkbox"/>
2	BUTLER		MALASPIN	Boeing Company	4/19/2006	4/25/2006		4/25/2006			FTC, Untimely		<input type="checkbox"/>	6	<input checked="" type="checkbox"/>
2	NAVARRRE	1478726	MACRAE,	Bellevue School District	4/27/2006	4/27/2006	4/27/2006		6/15/2006		Settlement	Removal of Written Reprimand from Personnel File	<input type="checkbox"/>	49	<input checked="" type="checkbox"/>
2	NAVARRRE	1479211	ANDERSON	Long Service, Inc.	5/1/2006	5/1/2006	5/1/2006		7/20/2006		Withdrawal		<input type="checkbox"/>	80	<input checked="" type="checkbox"/>
2	NAVARRRE	1479229	MARTIN, J	Maverick International	5/1/2006	5/1/2006	5/1/2006		7/28/2006		Settled	\$6,211.98	<input type="checkbox"/>	88	<input checked="" type="checkbox"/>
5	BUTLER		KATZE, Jae	Eastern Washington University	5/1/2006	5/1/2006		6/7/2006			Deferred to Union Arb. Process		<input type="checkbox"/>	37	<input checked="" type="checkbox"/>
2	NAVARRRE	1479385	WOLFE, He	WA Dept of Agriculture	5/3/2006	5/4/2006	5/4/2006		5/25/2006		Withdrawal		<input type="checkbox"/>	22	<input checked="" type="checkbox"/>
3	BUTLER		OSMANOV	Technical Molded Plastics	5/3/2006	5/4/2006		5/8/2006			"Untimely"		<input type="checkbox"/>	5	<input checked="" type="checkbox"/>
4	SPRUNGER			L&L	5/4/2006	5/15/2006		5/15/2006			FTC, Deferred to HRC		<input type="checkbox"/>	11	<input checked="" type="checkbox"/>
4	SPRUNGER	1479385	BROWN, Va	ABC Lawn Services	5/4/2006	5/4/2006		5/4/2006			FTC, Deferred to HRC		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
6	HEBERLIN	1479898	WALL, Judy	Sucks Bar & Grill	5/4/2006	5/8/2006	5/8/2006		7/1/2006		Merit (Settlement)	\$2,222.15	<input checked="" type="checkbox"/>	68	<input checked="" type="checkbox"/>
2	BROWN	1482009	RICHARDS	Seattle Times Company	5/18/2006	5/18/2006	5/18/2006		7/1/2006		Withdrawal		<input type="checkbox"/>	54	<input checked="" type="checkbox"/>
2	NAVARRRE	1482033	McLAIN, Ge	Fred Meyer	5/22/2006	5/22/2006	5/22/2006		8/1/2006		Withdrawal		<input type="checkbox"/>	87	<input checked="" type="checkbox"/>
3	SPRUNGER	1482017	OSIADACZ,	Applied Technical Resources	5/22/2006	5/22/2006	5/22/2006		7/1/2006		Withdrawn (Private Right of Action)		<input type="checkbox"/>	56	<input checked="" type="checkbox"/>
2	BROWN	1483528	GRAB, Davi	Virginia Mason Medical Center	5/26/2006	5/30/2006	5/30/2006		6/12/2006		Non-Merit		<input type="checkbox"/>	17	<input checked="" type="checkbox"/>
2	NAVARRRE	1483510	TANGEME	Mack & Jack Brewery	5/26/2006	5/30/2006	5/30/2006		7/1/2006		Failure to Respond and/or Cooperate		<input type="checkbox"/>	46	<input checked="" type="checkbox"/>
2	BUTLER		GALANTI,	Boeing	6/1/2006	6/1/2006		6/12/2006			FTC, Deferred to HRC		<input type="checkbox"/>	11	<input checked="" type="checkbox"/>
4	SPRUNGER	1486299	KHADERA,	American Building Maintenance	6/6/2006	6/7/2006	6/7/2006		8/2/2006		Non-Merit		<input type="checkbox"/>	57	<input checked="" type="checkbox"/>
5	HEBERLIN		KESSLER,	Power City Electric	6/6/2006	6/6/2006		6/6/2006			FTC		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>

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6	BUTLER	1485705	KESSLER, Power City Electric	Received	6/6/2006	6/6/2006	6/6/2006		6/12/2006		Settled Other	\$1,304.70	<input type="checkbox"/>	6	<input checked="" type="checkbox"/>
1	BROWN	DORMAN, Chirook Charter Services	6/7/2006	6/7/2006	6/8/2006	6/17/2006			7/13/2006		Deferred to OSHA		<input type="checkbox"/>	10	<input checked="" type="checkbox"/>
1	BROWN	1485739	WHALEN, Darrington School Dist #30	6/7/2006	6/7/2006	6/1/6/12					Deferred to Other Agency		<input type="checkbox"/>	36	<input checked="" type="checkbox"/>
2	BUTLER	NELSON, C	Low Income Housing Institute	6/7/2006	6/7/2006		6/15/2006				FTC, Lack of a Prima-Facie Case		<input type="checkbox"/>	8	<input checked="" type="checkbox"/>
6	HEBERLIN	1486315	CAYWOOD, Wal-Mart	6/14/2006	6/15/2006	6/15/2006			8/20/2006		Non-Merit		<input type="checkbox"/>	67	<input checked="" type="checkbox"/>
6	HEBERLIN	1487867	KEEPLER, Je Leland Trailers and Equipment	6/21/2006	6/26/2006	6/26/2006			8/1/2006		Non-Merit		<input type="checkbox"/>	41	<input checked="" type="checkbox"/>
3	SPRUNGER	1490200	HERNANDEZ, West Coast Industries	6/22/2006	7/11/2006	7/11/2006			9/18/2006		Non-Merit		<input type="checkbox"/>	88	<input checked="" type="checkbox"/>
6	HEBERLIN	1487727	STONE, Mar Homecare of Washington	6/26/2006	6/26/2006	6/26/2006			8/28/2006		Non Merit		<input type="checkbox"/>	63	<input checked="" type="checkbox"/>
2	BROWN	1487875	ZOFIA, Z. Angelos Home and Garden	6/27/2006	6/27/2006	6/27/2006			8/20/2006		Settlement	\$440.00	<input type="checkbox"/>	54	<input checked="" type="checkbox"/>
1	BROWN	1488147	SALAZAR, Ca CYMRU Construction LLC	6/29/2006	6/29/2006	6/29/2006			8/9/2006		Settled	\$1,440.00	<input type="checkbox"/>	41	<input checked="" type="checkbox"/>
2	BUTLER	MORAN, Gr	Qwest Communications	7/1/2006	7/1/2006						Deferred to HRC		<input type="checkbox"/>	1	<input checked="" type="checkbox"/>
5	HEBERLIN	1489145	HANSON, A Honda of Tri-Cities	7/1/2006	7/11/2006	7/11/2006			9/14/2006		Non-Merit		<input type="checkbox"/>	66	<input checked="" type="checkbox"/>
1	BUTLER	JUNKINS, Kimberly	Clark Company	7/11/2006	7/11/2006				7/11/2006		"untimely"		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
1	NAVARRA	1489962	STAFFORD, Ashley Gardens	7/12/2006	7/11/2006	7/11/2006			9/26/2006		Withdrawal		<input type="checkbox"/>	76	<input checked="" type="checkbox"/>
3	SPRUNGER	1489376	BALLARD, Pease Construction	7/12/2006	7/12/2006	7/12/2006			7/31/2006		Settlement	\$1,226.88	<input type="checkbox"/>	19	<input checked="" type="checkbox"/>
6	HEBERLIN	1489848	UTTER, Kev Sundown LTD	7/14/2006	7/17/2006	7/17/2006			9/14/2006		Non Merit		<input type="checkbox"/>	62	<input checked="" type="checkbox"/>
2	BROWN	1490820	CHAVEZ, Je PDS, Inc.	7/21/2006	7/21/2006	7/25/2006			9/5/2006		Withdrawal		<input type="checkbox"/>	46	<input checked="" type="checkbox"/>
5	BUTLER	CAMPBELL	Walla Walla General Hospital	7/25/2006	7/25/2006				7/25/2006		"Untimely"		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
3	SPRUNGER	1491539	COLEMAN, The Olympian	7/26/2006	7/31/2006	7/31/2006			8/30/2006		Settlement	\$2,358.42	<input type="checkbox"/>	35	<input checked="" type="checkbox"/>
6	BUTLER	1479203	KATZE, Jae Eastern Washington University	7/31/2006	7/31/2006	7/31/2006			9/27/2006		Non-Merit		<input type="checkbox"/>	58	<input checked="" type="checkbox"/>

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1	BROWN		NNELSON,	The Low Income HousingInstitute	8/2/2006	8/2/2006	8/2/2006		1134				<input type="checkbox"/>		<input type="checkbox"/>
2	BROWN	1491661	NELSON, C	Low Income Housing Institute	8/2/2006	8/2/2006	8/2/2006			0/25/2006	Merit, to AGG for Litigation		<input checked="" type="checkbox"/>	84	<input checked="" type="checkbox"/>
1	BUTLER		SMITH, Geo	APCON	8/3/2006	8/4/2006					FTC		<input type="checkbox"/>	4	<input checked="" type="checkbox"/>
3	BUTLER		SIMMONS,	Secure Health Info. Inc.	8/3/2006	8/3/2006					Deferred to Ind. Ins. Disc.		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
4	SPRUNGER	1492396	KIEGAN,	Longview Fibre	8/4/2006	8/4/2006	8/9/2006			0/23/2006	Withdrawal		<input type="checkbox"/>	80	<input checked="" type="checkbox"/>
1	BUTLER		SMITH, Geo	APCON	8/8/2006	8/9/2006					FTC		<input type="checkbox"/>	1	<input checked="" type="checkbox"/>
5	BUTLER		BLOOMFIE	Campus Commons/Trinity Consult	8/14/2006	8/14/2006					FTC - Deferred to Ind. Ins. Disc.		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
2	BROWN	1493253	BLAIOTTA,	Cardwell Construction	8/16/2006	8/16/2006	8/16/2006			0/12/2006	Settlement \$1500.00		<input type="checkbox"/>	57	<input checked="" type="checkbox"/>
3	BUTLER		KING, John	Pierce Co. Sheriff Corrections	8/16/2006	8/17/2006					FTA - Deferred to Ind. Ins.		<input type="checkbox"/>	1	<input checked="" type="checkbox"/>
1	NAVARRE	1494988	SURDYK,	Cadman, Inc.	8/24/2006	8/28/2006	8/28/2006			10/2/2006	Deferred to MSHA		<input type="checkbox"/>	39	<input checked="" type="checkbox"/>
4	BUTLER		VACEK, Da	Sala Motor Freight	8/24/2006	8/28/2006					FTC Deferred to OSHA (STAA)		<input type="checkbox"/>	4	<input checked="" type="checkbox"/>
4	SPRUNGER	1495787	DAVIS, Rob	City of Mossyrock	8/24/2006	8/28/2006	8/28/2006			1/20/2006	Non-Merit		<input type="checkbox"/>	88	<input checked="" type="checkbox"/>
6	HEBERLIN	1494962	MOORE, Re	Bare Fruit	8/24/2006	8/28/2006	8/28/2006			1/20/2006	Non-Merit		<input type="checkbox"/>	88	<input checked="" type="checkbox"/>
6	HEBERLIN	1494954	MADDY, Jo	National Feed	8/25/2006	8/28/2006	8/28/2006			9/26/2006	Failed to comply for Investigation		<input type="checkbox"/>	32	<input checked="" type="checkbox"/>
3	BUTLER		BUENO, Jes	Vetro Inc.	8/28/2006	8/28/2006					FTC, Deferred to Ind. Ins. Disc.		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
5	HEBERLIN	1494970	WILSON, T	Bethlehem Construction Inc.	8/28/2006	8/28/2006	8/28/2006			1/20/2006	Non-Merit		<input type="checkbox"/>	84	<input checked="" type="checkbox"/>
2	NAVARRE		SAROTIC,	American Building Maintenance	8/30/2006	8/30/2006	8/30/2006			0/16/2006	Deferred to Union Arb. Process		<input type="checkbox"/>	47	<input checked="" type="checkbox"/>
4	SPRUNGER	1495787	COATES, Jr	Labor Ready	8/30/2006	9/6/2006	9/6/2006			1/27/2006	Non-Merit		<input type="checkbox"/>	89	<input checked="" type="checkbox"/>

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2	BUTLER	CASTANED	Chevron-Texaco		8/31/2006	9/5/2006	9/12/2006	9/12/2006			FTC, Unimely (Deferred to HRC)		<input type="checkbox"/>	12
1	BUTLER	FRAUSTO,	Vos Dairy		9/6/2006	9/8/2006	9/11/2006	9/11/2006			FTY - Deferred to Ind. Ins. & HRC		<input type="checkbox"/>	5
3	SPRUNGER	1496611 PEREZ, Ric	Solo Cup Company		9/6/2006	9/7/2006	9/7/2006	9/7/2006		1/20/2006	Settlement \$277.97		<input type="checkbox"/>	75
2	BUTLER	ENGLE, WII	Colbeck & Company		9/8/2006	9/11/2006		9/12/2006			FTC, Not Engaged in a S/P Activity (Def to HRC)		<input type="checkbox"/>	4
6	HEBERLIN	1497114 VACEK, Da	SAIA Motor Freight		9/8/2006	9/11/2006	9/12/2006	9/12/2006		1/20/2006	Non-Merit		<input type="checkbox"/>	73
2	BUTLER	WALKER, S	Downtown Emergency Svs. Ct.		9/11/2006	9/12/2006		9/12/2006			FTC, Unimely		<input type="checkbox"/>	1
2	NAVARRA	1497965 FRANTZ, J	ConGlobal Industries		9/14/2006	9/19/2006	9/19/2006	9/19/2006		0/23/2006	Withdrawal		<input type="checkbox"/>	39
6	HEBERLIN	1497973 SOMERS, S	TRS Staffing Solutions, Inc.		9/19/2006	9/19/2006	9/19/2006	9/19/2006		2/10/2006	Non-Merit		<input type="checkbox"/>	82
1	NAVARRA	1499094 DEETER, A	Project Services Corporation		9/21/2006	10/3/2006	10/3/2006	2/11/2006			Non-Merit.		<input type="checkbox"/>	81
3	BUTLER	McBRAYE	Mastro's Steakhouse		9/25/2006	9/26/2006		9/26/2006			FTC, Deferred to State of Arizona		<input type="checkbox"/>	1
1	BROWN	1499102 BURTON, C	McBuney Corporation		10/2/2006	10/2/2006	10/2/2006	10/2/2006		1/20/2006	Non-Cooperative		<input type="checkbox"/>	49
2	BUTLER	GROAT, Da	Bally's Total Fitness		10/2/2006	10/3/2006		10/3/2006			FTC, Deferred to Ind. Ins. Disc		<input type="checkbox"/>	1
2	BUTLER	KHADARA,	ABM		10/2/2006	10/3/2006		10/3/2006			Deferred to the Union Arb. Process		<input type="checkbox"/>	1
4	SPRUNGER	1499037 BRUNK, Chr	Mosbyrock Fire Department		10/2/2006	10/2/2006	10/2/2006	10/2/2006		0/23/2006	Withdrawal		<input type="checkbox"/>	21
6	BUTLER	KELLY, Mic	Savage Trailer & Transport		10/3/2006	10/3/2006		10/3/2006			Deferred to OSHA (STAA)		<input type="checkbox"/>	0
5	BUTLER	NAVARRA,	Grant County Clerk's Office		10/4/2006	10/5/2006		10/5/2006			FTC, Deferred to HRC		<input type="checkbox"/>	1
4	BUTLER	THOMPSON	America The Beautiful		10/6/2006	0/11/2006		0/11/2006			FTC, Deferred to Ind. Ins. Disc.		<input type="checkbox"/>	5

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6	HEBERLIN	KALOUS, R	Asin Finch Mill & Feed Co.		10/9/2006	0/11/2006	0/11/2006		1066				<input type="checkbox"/>		<input type="checkbox"/>
2	BROWN	1499821 SAULIS, Leo	Lowe's Distribution Ctr. #1409		0/16/2006	0/16/2006	0/16/2006			2/27/2006	Settled Other	\$32,000	<input checked="" type="checkbox"/>	72	<input checked="" type="checkbox"/>
2	NAVARRE	MISHRA, C	U of W Harborview Medical Ctr.		0/16/2006	0/16/2006	0/16/2006	1/14/2006			FTC, Not Engaged in a S/H Protective		<input type="checkbox"/>	29	<input checked="" type="checkbox"/>
6	BUTLER	MITCHELL, Ripley	Plumbing		0/18/2006	0/19/2006		0/19/2006			FTC "Unimply"		<input type="checkbox"/>	1	<input checked="" type="checkbox"/>
3	BROWN	1500636 QUMBEY, St JH	Kelly, LLC		0/19/2006	0/19/2006	0/19/2006		2/10/2006		Withdrawal		<input type="checkbox"/>	52	<input checked="" type="checkbox"/>
6	HEBERLIN	1500610 BRADLEY, Eagle	Construction		0/19/2006	0/19/2006	0/19/2006		1/8/2007		Non-Merit		<input type="checkbox"/>	81	<input checked="" type="checkbox"/>
6	NAVARRE	1500628 KOOPY, Justi	Reel Pizza & Lee Theatre		0/19/2006	0/19/2006	0/19/2006		2/10/2006		Settled	\$84.56 and \$187.01	<input type="checkbox"/>	52	<input checked="" type="checkbox"/>
2	Brown	TAMPICO, Foot Locker, Inc.			0/26/2006	0/30/2006		0/30/2006			S/C Referred to Human Rights Commission		<input type="checkbox"/>	4	<input checked="" type="checkbox"/>
2		1502012 BARRON, J	Draper Valley Farms		0/30/2006	11/2/2006	11/2/2006			1/4/2007	Deferred to the Union Arb Process		<input type="checkbox"/>	66	<input checked="" type="checkbox"/>
v	NAVARRE	1674449 HERRERA, Draper	Valley Farms		0/30/2006	0/30/2006	0/30/2006		1/4/2007		Settlement	\$932.53	<input checked="" type="checkbox"/>	66	<input checked="" type="checkbox"/>
3	BROWN	KING, John	Pierce County Sheriffs Dept		0/31/2006	11/7/2006		11/8/2006			S/C Failed to meet criteria		<input type="checkbox"/>	8	<input type="checkbox"/>
3	BROWN	1502053 PERREY, Chr	Waterfront Pizza, Inc.		0/31/2006	11/2/2006	11/2/2006		1/29/2006		Settled	\$992.00	<input type="checkbox"/>	29	<input checked="" type="checkbox"/>
5	SPRINGER	1501980 MOON, Ky	Basin Department Store		0/31/2006	11/2/2006	11/2/2006		1/22/2007		Non-Merit		<input type="checkbox"/>	83	<input checked="" type="checkbox"/>
6	HEBERLIN	1502608 WOLFE, Jas	X-Ray Support, Inc.		0/31/2006	11/9/2006	11/9/2006		1/8/2007		Non-Merit		<input type="checkbox"/>	69	<input checked="" type="checkbox"/>
6	Heberling	1501972 SMITH, Mt	Ripley Plumbing		11/1/2006	11/2/2006	11/2/2006		1/16/2007		Non-Merit		<input type="checkbox"/>	76	<input checked="" type="checkbox"/>
2	BROWN	1502756 ELKINS, Ve	North Seattle Comm College		11/6/2006	11/6/2006	11/6/2006		1/23/2007		Settled	Lt-of Reprimand Removed	<input type="checkbox"/>	78	<input checked="" type="checkbox"/>
2	BROWN	1502426 STOCKBRI	Federal Way School District		11/7/2006	11/7/2006	11/7/2006		1/29/2007		Settled	Settled Other	<input type="checkbox"/>	83	<input checked="" type="checkbox"/>
5	HEBERLIN	1502988 GONZALEZ	Huge Ranches, Inc.		1/14/2006	1/14/2006	1/14/2006		2/6/2007		Non-Merit		<input type="checkbox"/>	84	<input checked="" type="checkbox"/>
2	BUTLER	ESHGH, Sai	Joey's Restaurant		1/15/2006	1/20/2006		1/21/2006			S/C, FTC Not engaged in a S/H activity		<input type="checkbox"/>	6	<input checked="" type="checkbox"/>

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5	HEBERLIN	NAVARRO	Grant County Clerk's Office		.11/5/2006	.11/5/2006	.11/5/2006		1/29/2007		Non-Merit		<input type="checkbox"/>	75
2	NAVARRE	1504497	MISHRA, C	UW Harborview Medical Center	.1/21/2006	.1/21/2006			1/29/2007		Withdrawal		<input type="checkbox"/>	69
4	SPRUNGER	1505742	CUSHING, Jimco	Electric	.1/28/2006	12/5/2006	12/5/2006		2/15/2007		Non-Merit		<input type="checkbox"/>	79
1	NAVARRE	1505486	CLARK, To	Valley Electric	.1/30/2006	.1/30/2006	.1/30/2006		2/15/2007		Non-Merit		<input type="checkbox"/>	77
5	BROWN	1505924	PRICE, Chri	Big Toe Auto Salvage, Inc.	12/1/2006	12/7/2006	12/7/2006	2/13/2007			Settled (\$424.00)		<input type="checkbox"/>	74
2	BROWN		OSTER, Jeff	Combinatrix Corporation	12/6/2006	12/7/2006		12/7/2006			Deferred to OSHA-SOX complaint		<input type="checkbox"/>	1
3	SPRUNGER		BOURDON	Tecoma Goodwill Industries	12/6/2006	.2/12/2006	.2/12/2006		3/5/2007		Withdrawal		<input type="checkbox"/>	89
6	BUTLER		CABLE, Chr	Goodwill Industries	12/7/2006	.2/14/2006		2/14/2006			Deferred to OSHA (405 Comp)		<input type="checkbox"/>	7
2	BROWN	1506229	HURST, Da	Alaskan Copper & Brass	12/8/2006	.2/10/2006	.2/10/2006		2/12/2007		Withdrawal		<input type="checkbox"/>	66
4	BUTLER		ARRASMIT	DOC (Larch Corrections CH)	12/8/2006	1/12/2007		1/29/2007			FTC - Not Engaged in a S/H Activity		<input type="checkbox"/>	52
3	SPRUNGER	1506177	NELSON, S	Regal Logistic	.2/10/2006	.2/10/2006	.2/10/2006		2/12/2007		Non-Coop		<input type="checkbox"/>	64
6	HEBERLIN		PRATER, R	Power-City Electric	.2/11/2006	.2/11/2006	.2/11/2006	3/8/2007			Non-Merit		<input type="checkbox"/>	87
6	HEBERLIN	1506153	LESEMAN,	Power City Electric	.2/11/2006	.2/11/2006	.2/11/2006		3/8/2007		Non-Merit		<input type="checkbox"/>	87
4	SPRUNGER	1506583	GIBSON, Za	Columbia Security	.2/14/2006	.2/14/2006	.2/14/2006		1/22/2006		Settled \$1,252.81		<input type="checkbox"/>	-326
2	BROWN	1507169	KESSLER,	Major Electric Inc.	.2/21/2006	.2/27/2006	.2/27/2006		3/8/2007		Settlement \$2,118.00		<input type="checkbox"/>	77
2	BROWN	1507177	WINNEM,	C Evergreen West Lumber	.2/21/2006	.2/27/2006	.2/27/2006		3/9/2007		Settled \$1,616.38		<input type="checkbox"/>	78
4	SPRUNGER	1507144	TOPPING, P	Little Hoquiam Shipyard	.2/22/2006	.2/27/2006	.2/27/2006		3/19/2007		Non-Merit		<input type="checkbox"/>	87
4	SPRUNGER	1507136	GUZMAN,	Dallesport Lumber	.2/26/2006	.2/27/2006	.2/27/2006		1/8/2007		FTC, Not Engaged in a S/H Protected Activity		<input type="checkbox"/>	13
6	HEBERLIN	1507151	MAYE, Ian	Pro Builders	.2/26/2006	.2/27/2006	.2/27/2006		3/14/2007		Merit, To Inv for Settlement		<input checked="" type="checkbox"/>	78
2	NAVARRE	1507367	KIRSE, Ran	Accel Plastics	.2/29/2006	1/3/2007	1/3/2007		3/26/2007		Withdrawal		<input type="checkbox"/>	87

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5	BUTLER	VAUGHAN, This Old House			1/5/2007	1/8/2007		1/8/2007			Deferred to Emp Standards		<input type="checkbox"/>	3	<input checked="" type="checkbox"/>
4	BUTLER	TODD, Kristi	Cedar Apartments, Inc.		1/12/2007	1/16/2007		1/16/2007			Deferred to Other Agency (DOH)		<input type="checkbox"/>	4	<input checked="" type="checkbox"/>
1	NAVARRÉ	HUNGERF	Tesorro NW Refrig & Marketing		1/17/2007	1/18/2007	1/18/2007				Not Engaged in a S/H Protected Activity		<input type="checkbox"/>	29	<input checked="" type="checkbox"/>
5		LUEVANO, Monson	Fruit Co.		1/22/2007	1/25/2007							<input type="checkbox"/>	3	<input checked="" type="checkbox"/>
3	SPRUNGER	1509207 YU, PHILIP	Port of Kingsston		1/23/2007	1/24/2007	1/24/2007				Settled	Oral Reprimand removed from Personnel File	<input type="checkbox"/>	83	<input checked="" type="checkbox"/>
6	HEBERLIN	1509934 BAZAN, Ma	Blue Star Packing Growers		1/24/2007	1/31/2007	1/31/2007				Non-Merit		<input checked="" type="checkbox"/>	78	<input checked="" type="checkbox"/>
1	BROWN	1510510 KNOEBEL, Hoist & Crane Service Group			2/3/2007	2/6/2007	2/6/2007				Withdrawn		<input type="checkbox"/>	61	<input checked="" type="checkbox"/>
4		SAYWER, J	Silver Creek Retirement Living		2/6/2007	2/6/2007		2/8/2007					<input type="checkbox"/>	2	<input type="checkbox"/>
4	BUTLER	SAWYER, J	Silver Creek Retirement		2/6/2007	2/12/2007		2/13/2007			FTC, Deferred to DSHS		<input type="checkbox"/>	7	<input checked="" type="checkbox"/>
2	NAVARRÉ	1511344 BARRION, ColleigeGear.com			2/8/2007	2/12/2007	2/12/2007	4/23/2007			Non-Merit		<input type="checkbox"/>	74	<input checked="" type="checkbox"/>
4	SPRUNGER	1511179 STALEY, Vi	Pacific Specialty Rehab		2/9/2007	2/12/2007	2/12/2007				Withdrawal		<input type="checkbox"/>	87	<input checked="" type="checkbox"/>
1	BROWN	1511856 CARBO, Ro	Pacific Concrete Pumping		2/20/2007	2/20/2007	2/20/2007				Deferred to OSHA		<input type="checkbox"/>	16	<input checked="" type="checkbox"/>
2	BUTLER	CANO, Carl	Nuprecon		2/20/2007	2/20/2007		2/20/2007			Deferred to IID		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
4	BUTLER	BOURSAW, Pro Fitness			2/20/2007	2/20/2007		2/20/2007			FTC, Not Engaged in a S/H Prot Activity		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
2	BROWN	FERNANDE	Integrity Office Support Inc.		2/21/2007	2/21/2007	4/3/2007	4/24/2007			(Enhanced Screening Only) FTC, Deferred to FBI		<input type="checkbox"/>	62	<input checked="" type="checkbox"/>
4	BUTLER	ANDERSON	City of Mossyrock		3/5/2007	3/5/2007		3/5/2007			FTC, No Reprisal		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
2	BUTLER	SCHANK, C	Olympic Security		3/6/2007	3/6/2007		3/6/2007			FTC, Untimely		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
3	BROWN	SCHHECK, Li	Tri-Med Ambulance		3/6/2007	3/6/2007	3/28/2007	4/12/2007			FTC, No Reprisal		<input type="checkbox"/>	37	<input checked="" type="checkbox"/>

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4	SPRUNGER	HAAS, Scott	Sustainable Flooring		3/13/2007	3/19/2007	3/26/2007	4/3/2007			Ulninely		<input type="checkbox"/>	21	<input checked="" type="checkbox"/>
5	FARIAS	1515584 HENDERSON	El Dorado Stone		3/14/2007	3/28/2007	3/28/2007			5/15/2007	Withdrawal		<input type="checkbox"/>	62	<input checked="" type="checkbox"/>
2	BROWN	1514926 GRAVES, C	Lorri Snyder Farmers Ins Agency		3/21/2007	3/21/2007	3/28/2007			5/9/2007	Settlement	Positive Letter of Reference	<input type="checkbox"/>	49	<input checked="" type="checkbox"/>
5	FARIAS	KATZE, Jac	Eastern WA University		3/22/2007	4/3/2007	4/3/2007			3/30/2007	Withdrawn		<input type="checkbox"/>	8	<input checked="" type="checkbox"/>
2	NAVARRRE	1514645 AGONDY,	Westech Technical Staffing		3/26/2007	3/26/2007	3/26/2007			5/7/2007	Settled	\$1,000 to each Complainant	<input type="checkbox"/>	42	<input checked="" type="checkbox"/>
	BROWN	1514934 ASLETT	Dauntless Motors Co.		3/27/2007	3/28/2007	3/28/2007			5/9/2007	Non-Merit		<input type="checkbox"/>	43	<input checked="" type="checkbox"/>
2	BROWN	Dauntless M	Dauntless Motors Company		3/27/2007	3/27/2007	3/28/2007						<input type="checkbox"/>	897	<input type="checkbox"/>
3	SPRUNGER	1515147 ASHMORE,	Tecoma Narrows Constructors		3/27/2007	3/29/2007	3/29/2007			6/18/2007	Settled	\$3,360.07	<input type="checkbox"/>	83	<input checked="" type="checkbox"/>
2	NAVARRRE	1514959 SIDOR, Lyu	The Bellevue Club		3/28/2007	3/28/2007	3/28/2007			6/4/2007	Withdrawal		<input type="checkbox"/>	68	<input checked="" type="checkbox"/>
2	NAVARRRE	1515451 LACHADEL	Lake Conner Park		3/30/2007	4/2/2007	4/2/2007			5/9/2007	Non-Merit		<input type="checkbox"/>	40	<input checked="" type="checkbox"/>
2	BROWN	1515444 ROSS, Shaw	Oxford Square Apartments		4/2/2007	4/2/2007	4/2/2007			6/27/2007	Settled	\$1440.00	<input type="checkbox"/>	86	<input checked="" type="checkbox"/>
2	BROWN	1515592 NG, Sing Ch	Top Foods #17		4/2/2007	4/3/2007	4/3/2007			6/13/2007	Withdrawal		<input type="checkbox"/>	72	<input checked="" type="checkbox"/>
6	HEBERLIN	1524172 GABEL, Nic	ZLB Plasma Center		4/12/2007	4/25/2007	4/25/2007			7/9/2007	Settled	\$400.00	<input type="checkbox"/>	88	<input checked="" type="checkbox"/>
2	SPRUNGER	1517168 SCHROEDE	WA State Dept of Parks		4/16/2007	4/16/2007	4/16/2007			5/7/2007	Deferred to Union Arb. Process		<input type="checkbox"/>	21	<input checked="" type="checkbox"/>
6	HEBERLIN	GRAHAM,	Premier Manufacturing		4/16/2007	4/20/2007							<input type="checkbox"/>	877	<input type="checkbox"/>
2	NAVARRRE	1522572 MASTBER	Mutual Materials		4/17/2007	4/23/2007	4/23/2007			7/10/2007	Merit, To AAG for Litigation		<input checked="" type="checkbox"/>	84	<input checked="" type="checkbox"/>
6	HEBERLIN	BULLOCK,	Tony Roma's		4/17/2007	4/20/2007		4/23/2007			FTC, Deferred to Another Agency		<input type="checkbox"/>	6	<input checked="" type="checkbox"/>
4	SPRUNGER	BLINN, And	Custom Hardwood Floors		4/18/2007	4/20/2007							<input type="checkbox"/>	875	<input type="checkbox"/>
3	SPRUNGER	1522564 BLINN, And	Custom Hardwood Floors		4/19/2007	4/23/2007	4/23/2007			5/20/2007	Settled	\$600.00	<input checked="" type="checkbox"/>	31	<input checked="" type="checkbox"/>
5	FARIAS	1522580 CARPENTE	Grant County Humane Society		4/19/2007	4/23/2007	4/23/2007			6/11/2007	Failure to Cooperate		<input type="checkbox"/>	53	<input checked="" type="checkbox"/>

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6	BUTLER		GRAHAM, Premier Manufacturing		4/23/2007	4/25/2007		4/25/2007					<input type="checkbox"/>	2	<input checked="" type="checkbox"/>
2	NAVARRA		MITCHELL, Reid Middleton Inc.		4/24/2007	5/1/2007	5/1/2007			6/13/2007	Enhanced Screening - FTC		<input type="checkbox"/>	50	<input checked="" type="checkbox"/>
6	HEBERLIN	1524768	WILLIAMS, Diana Hager MD, P.S.		4/25/2007	4/25/2007	4/25/2007			6/25/2007	Non-Merit		<input type="checkbox"/>	61	<input checked="" type="checkbox"/>
1	SPRUNGER	1534387	McBRIDE, Mark Robinson's Spring Creek		4/30/2007	5/1/2007	5/1/2007			7/24/2007	Non-Merit		<input type="checkbox"/>	85	<input checked="" type="checkbox"/>
2	NAVARRA	1527217	KULLMAN, QPM Aerospace		5/1/2007	5/1/2007	5/1/2007			7/24/2007	Settled	\$2,500.22	<input type="checkbox"/>	84	<input checked="" type="checkbox"/>
2	SPRUNGER	1527225	HODGKISS, Lake Union Yacht Center		5/1/2007	5/1/2007	5/1/2007			6/13/2007	Non-Coop		<input type="checkbox"/>	43	<input checked="" type="checkbox"/>
3	SPRUNGER	1527233	CASSIDY, S Platyus Marine		5/1/2007	5/1/2007	5/1/2007			7/24/2007	Settled	\$1,108.20	<input type="checkbox"/>	84	<input checked="" type="checkbox"/>
6	HEBERLIN	1531227	BEDELL, Te Honeywell		5/3/2007	5/7/2007	5/7/2007	6/4/2007			Withdrawal		<input type="checkbox"/>	32	<input checked="" type="checkbox"/>
1	BUTLER		AL-SHAPE, Aerotek		5/4/2007	5/20/2007		5/20/2007			FTC, Not Engaged in a S/H Protected Activity		<input type="checkbox"/>	16	<input checked="" type="checkbox"/>
2	BROWN	1533934	MARKEWI, RentMatters		5/7/2007	5/7/2007	5/20/2007			7/12/2007	Non-Merit		<input type="checkbox"/>	66	<input checked="" type="checkbox"/>
5	FARJAS		ESCODERO, Cascade Pallets		5/7/2007	5/15/2007		6/7/2007			FTC, Unimely		<input type="checkbox"/>	31	<input checked="" type="checkbox"/>
1	NAVARRA	1531649	COOK, Cha Les Wear Backhoe LLC		5/8/2007	5/9/2007	5/9/2007			6/13/2007	Withdrawal		<input type="checkbox"/>	36	<input checked="" type="checkbox"/>
1	NAVARRA	1531656	ENHOLM, J Sound Pacific Resources		5/9/2007	5/9/2007	5/9/2007			8/1/2007	Withdrawn		<input type="checkbox"/>	84	<input checked="" type="checkbox"/>
5	HEBERLIN		KATZE, Jac Eastern WA University		5/9/2007	5/9/2007	5/10/2007	8/5/2007			Non-merit		<input type="checkbox"/>	88	<input checked="" type="checkbox"/>
6	BROWN	1531730	KATZE, Jac Eastern WA University		5/9/2007	5/10/2007	5/11/2007			8/5/2007	Non-Merit		<input type="checkbox"/>	88	<input checked="" type="checkbox"/>
1	BUTLER		HORTON, R BBC		5/10/2007	5/11/2007		5/11/2007			FTC, Not Engaged in a S/H protected Activity		<input type="checkbox"/>	1	<input checked="" type="checkbox"/>
3	SPRUNGER	1532779	CAMERON, Loomis Armored Car		5/10/2007	5/16/2007	5/16/2007			7/31/2007	Non-Merit		<input type="checkbox"/>	82	<input checked="" type="checkbox"/>
5	FARJAS	1532027	COOK, Tim Yakima Regional Hospital		5/10/2007	5/10/2007	5/11/2007			6/27/2007	Settlement	\$24,772.36	<input type="checkbox"/>	48	<input checked="" type="checkbox"/>
2	NAVARRA	1532001	LYNNE, Mi Harborview Medical Center		5/11/2007	5/11/2007	5/11/2007			7/9/2007	Merit to AAG for Litigation		<input checked="" type="checkbox"/>	59	<input checked="" type="checkbox"/>
4	SPRUNGER	1532761	CARSON, A Hamilton Logging		5/11/2007	5/16/2007	5/16/2007			7/31/2007	Non-Coop		<input type="checkbox"/>	81	<input checked="" type="checkbox"/>
6	HEBERLIN	1532993	GUNTHER, A&J Brokage & Pallets		5/14/2007	5/16/2007	5/16/2007			5/21/2007	Settlement	\$330.88	<input type="checkbox"/>	7	<input checked="" type="checkbox"/>

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1	BROWN	1533926	SHABEL, C	Rob's Electric	5/16/2007	5/16/2007	5/20/2007		89/2007	8/6/2007	Settled	\$1,500.00	<input type="checkbox"/>	85
3	SPRUNGER	1534395	SIMON, Pat	Vancouver Door	5/22/2007	5/22/2007	6/4/2007		86/2007	8/6/2007	Withdrawal		<input type="checkbox"/>	76
5	HEBERLIN	1537653	KIMPERSON, Tate	Technology, Inc.	5/23/2007	5/29/2007	5/29/2007		6/21/2007	FTC, Not Engaged in a S/H Protected Activity			<input type="checkbox"/>	29
2	BROWN	1537075	FOLEY, Chr	Seaview East Boatyard	5/25/2007	6/4/2007	6/4/2007		8/9/2007	8/9/2007	Settlement	\$1200.00	<input type="checkbox"/>	76
2	FARIAS	1540897	MENNEN, Seattle	Apartment Brokers Inc.	6/23/2007	6/23/2007	6/23/2007		9/20/2007	9/20/2007	Settled	\$2,000	<input type="checkbox"/>	89
2	NAVARRE	1540954	DUGHRI, Si	Genie Industries	6/27/2007	6/27/2007		7/9/2007		7/9/2007	FTC, Unimely		<input type="checkbox"/>	12
3	BROWN		WALKER, T	Bamford & Bamford Pottery	6/28/2007	6/28/2007	6/30/2007		9/25/2007	9/25/2007	Closed-settled, merit Heavy duty poster.	\$14,343.08	<input checked="" type="checkbox"/>	89
5	FARIAS	1541275	VILLALTA, Starr	Ranch	6/28/2007	6/30/2007	6/30/2007		9/25/2007	9/25/2007	Non-merit, insufficient evidence		<input checked="" type="checkbox"/>	89
4	SPRUNGER		ROBERTS, Franzen	Brothers Roofing	6/29/2007	6/30/2007	6/30/2007		9/19/2007	9/19/2007	Closed-non-merit		<input type="checkbox"/>	82
5	FARIAS	554411	SANCHEZ, McDougally	& Sons	6/29/2007	7/9/2007	7/10/2007		9/21/2007	9/21/2007	Closed-Settled	\$190.32 - 3 days lost wages	<input checked="" type="checkbox"/>	84
3	BUTLER		GARRETT, E.C.	Electric, Inc.	7/3/2007	7/5/2007		7/9/2007		7/9/2007	FTC, Comp walked off the job		<input type="checkbox"/>	6
2	BROWN		ALSIINA, Sh	Highliner Pub/Tavern	7/10/2007	7/10/2007	7/10/2007	8/28/2007		8/28/2007	Settled - Other		<input type="checkbox"/>	49
4	SPRUNGER	1552132	MORREHOU	Navigation Construction Inc.	7/13/2007	7/13/2007	8/1/2007		10/9/2007	10/9/2007	Non-Merit		<input type="checkbox"/>	88
3	SPRUNGER	1544253	SMALLEY, Call	Centers 24X7	7/16/2007	7/17/2007	7/17/2007		0/11/2007	0/11/2007	Withdrawn		<input type="checkbox"/>	87
5	HEBERLIN	1545417	CAMPBELL	Automated Accounts, Inc.	7/19/2007	7/19/2007	7/19/2007		8/27/2007	8/27/2007	Non-Merit		<input type="checkbox"/>	39
5	HEBERLIN	1545425	KROUS, Joh	Avista	7/19/2007	7/19/2007	7/19/2007	10/8/2007		10/8/2007	Merit - To AAG for Litigation		<input type="checkbox"/>	81
3	BROWN		ALLYN, Ke	Sharts Restaurant	7/24/2007	7/24/2007		8/20/2007		8/20/2007	FTC, Walked off the job		<input type="checkbox"/>	27
4	SPRUNGER		McCLAIN, Clark's	Discount Inc.	7/26/2007	8/2/2007	8/11/2007		10/3/2007	10/3/2007	Enhanced Screening Only, FTC, Unimely		<input type="checkbox"/>	69

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5	FARIAS	1548197	FRIAS, Jose	Wild River Foods	7/30/2007	7/30/2007	7/30/2007		0/16/2007		Withdrawal		<input type="checkbox"/>	78	<input checked="" type="checkbox"/>
2	BROWN	1548205	HOFF, Paul	WA State DOT	8/1/2007	8/1/2007	8/1/2007		8/9/2007		FTC, Lack of Reprisal		<input type="checkbox"/>	8	<input checked="" type="checkbox"/>
2	BUTLER		OBANA, Bill	Prime Flight	8/1/2007	8/1/2007					FTC, Not Engaged in a S/H Protected Activity		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
5	HEBERLIN	1551605	PARKER, C	Western Wood dba Parklin Truss	8/5/2007	8/5/2007	8/9/2007		11/1/2007		Non Merit		<input type="checkbox"/>	88	<input checked="" type="checkbox"/>
3	SPRUNGER		LANE, Fred	HCI Intergrated Solutions	8/7/2007	8/11/2007					Deferred to OSHA		<input type="checkbox"/>	13	<input checked="" type="checkbox"/>
1	BUTLER		BANKO, Ia	Russell A. Clark DDS	8/14/2007	8/20/2007					FTA, S/C, Walked off the job.		<input type="checkbox"/>	7	<input checked="" type="checkbox"/>
3	NAVARRE	1553908	GRIFFIN, M	Thyssen Krupp Safway Seaffoldi	8/20/2007	8/20/2007	8/20/2007		11/8/2007		Settled - Other \$6,729.60 Gross (240 hrs x \$28.04) minus deduction		<input type="checkbox"/>	80	<input checked="" type="checkbox"/>
1	BROWN		FERNANDE	KLB Construction	8/22/2007	8/22/2007					FTC, Not Engaged in a S/H Protected Activity		<input type="checkbox"/>	1	<input checked="" type="checkbox"/>
1	BROWN		FERNANDE	KLB Construction	8/22/2007	8/23/2007					S/C, Case did not meet criteria for investigation.		<input type="checkbox"/>	1	<input type="checkbox"/>
5	BUTLER		CARSON, C	Evergreen Engines	8/23/2007	8/23/2007					FTC, Deferred to Industrial Insurance		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
6	BUTLER		COTTON, R	Jay & Jaydee Son	8/22/2007	8/28/2007					FTC, No Reprisal		<input type="checkbox"/>	2	<input checked="" type="checkbox"/>
2	BROWN		COWARD,	Schwyer Medical Sales	8/29/2007	9/14/2007	9/14/2007		9/20/2007		Enhanced Screening S/C, Did not meet criteria for investigation		<input type="checkbox"/>	22	<input checked="" type="checkbox"/>
3	SPRUNGER	1562578	OLSON, Ric	Toy's R Us, Inc.	9/7/2007	9/10/2007	9/12/2007		1/29/2007		Non-Merit		<input type="checkbox"/>	83	<input checked="" type="checkbox"/>
3	BROWN	1562560	GADDIS, Th	The Truss Co.	9/10/2007	9/12/2007	9/12/2007			12/7/2007	Merit - To Don Butler for settlement	\$5,711.31	<input checked="" type="checkbox"/>	88	<input checked="" type="checkbox"/>
4	SPRUNGER	1562586	BRADBUR	Mary Day Stables	9/10/2007	9/12/2007	9/12/2007		1/26/2007		Non-Cooperative, Complainant disappeared.		<input type="checkbox"/>	77	<input checked="" type="checkbox"/>
2	NAVARRE	1570415	SUMMERS,	Aquatic Specialty Services	9/14/2007	9/26/2007	9/26/2007		11/1/2007		Settled - Other	\$ 224.00	<input type="checkbox"/>	48	<input checked="" type="checkbox"/>

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2	BROWN	1570423	NAANES, Franz	Family Bakeries	9/24/2007	9/26/2007	9/26/2007	12/4/2007	71		Settled - Other	\$1,540 less deductions \$1,210.99	<input type="checkbox"/>	71	<input checked="" type="checkbox"/>
2	BROWN		DONLEVY, Qwest		9/21/2007	9/26/2007	9/26/2007		5		S/C. Failed to meet criteria.		<input type="checkbox"/>	5	<input checked="" type="checkbox"/>
2	DYKSTRA		JASNOSZ, J. D. Oil		9/27/2007	0/10/2007	0/10/2007		13		FTC "Untimely"		<input type="checkbox"/>	13	<input checked="" type="checkbox"/>
3	BROWN	1573211	LAYMAN, J	Jefferson Healthcare	9/27/2007	10/2/2007	10/4/2007	12/5/2007	69		Settled - Other	\$10,000	<input type="checkbox"/>	69	<input checked="" type="checkbox"/>
2	FARIAS, Te	1574193	CASSINIEL	Sammamish Plateau Water and Se	9/28/2007	9/28/2007	10/5/2007	2/20/2007	83		Settled - Other	\$2,818.50 less deductions equals \$2,070.50	<input type="checkbox"/>	83	<input checked="" type="checkbox"/>
5	FARIAS	1574201	HURST, Mj	Inland Fire Protection	10/8/2007	10/7/2007	0/10/2007	1/3/2008	87		Non-merit		<input type="checkbox"/>	87	<input checked="" type="checkbox"/>
5	HEBERLIN	1576131	LOZIER, La	Rosendin Electric	0/11/2007	0/16/2007	0/17/2007		84	1/3/2008	Merit - Settled	\$15,126 and \$15,249	<input checked="" type="checkbox"/>	84	<input checked="" type="checkbox"/>
2	NAVARRA	1575331	KENNEDY, Villa	Inn	0/15/2007	0/15/2007	0/15/2007	12/7/2007	53		Non-Merit - Administratively Closed		<input type="checkbox"/>	53	<input checked="" type="checkbox"/>
1			REEDER, D	White Buffalo Trucking	0/16/2007	0/16/2007			0		Untimely/Deferred to OSHA		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
2	DYKSTRA		DIALO, Titi	Labor System	0/17/2007	0/17/2007		0/19/2007	2		Untimely		<input type="checkbox"/>	2	<input checked="" type="checkbox"/>
2	NAVARRA	1581974	ROWE, Rob	United Dominion Realty	0/26/2007	11/1/2007	11/1/2007		88	1/22/2008	Non-Merit		<input type="checkbox"/>	88	<input checked="" type="checkbox"/>
3	SPRUNGER	1586056	MARMONT	Denny's of Fife	0/29/2007	0/29/2007	11/2/2007		74	1/11/2008	Settled	\$806.24 to Cruz and \$567.39 to Marmont	<input type="checkbox"/>	74	<input checked="" type="checkbox"/>
1	BROWN, Pa	1581982	PROMBLY, Home	Front Services Inc.	0/30/2007	11/1/2007	11/1/2007	1/4/2008	76		Settled	\$2,160	<input type="checkbox"/>	76	<input checked="" type="checkbox"/>
4	SPRUNGER	1582196	DULL, Scott	SEH America	11/1/2007	11/2/2007	11/2/2007	1/7/2008	77		Non-Merit		<input type="checkbox"/>	77	<input checked="" type="checkbox"/>
2	NAVARRA	1583079	MILLS, Ken	University of Washington	11/2/2007	11/5/2007	11/7/2007	1/29/2008	88		Settled	Perge File/Return to Prior Duties	<input type="checkbox"/>	88	<input checked="" type="checkbox"/>
3	SPRUNGER	1583673	SCHENK, Ja	EIR Electric	11/2/2007	11/5/2007	11/8/2007	1/29/2008	88		Withdrawal		<input type="checkbox"/>	88	<input checked="" type="checkbox"/>
4	SPRUNGER	1583137	KORNER, D	Olympic Fabrication LLC	11/5/2007	11/5/2007	11/7/2007	1/7/2008	63		Non-Merit - Elements not present		<input type="checkbox"/>	63	<input checked="" type="checkbox"/>

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3	DYKSTRA		RICE, Cryst	Gundersen Inc,	11/9/2007	11/9/2007		1/14/2007		No Jurisdiction. Deferred to Employment Standards		<input type="checkbox"/>	5	<input type="checkbox"/>
2	DYKSTRA		LASKE, Chr	Abbott Laboratories	1/14/2007	1/19/2007		1/26/2007		Failed to meet the criteria of a prima facie case.		<input type="checkbox"/>	12	<input type="checkbox"/>
2	BROWN		SCOTT, Sar	EHS Electrical Contractors	1/16/2007	1/16/2007		1/16/2007		S/C. Did not meet criteria for investigation.		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
5	FARJAS		LAING, Kur	Ferguson Enterprises, Inc.	1/28/2007	12/5/2007	12/5/2007	2/19/2007		Failed to meet the criteria for a prima facie case		<input type="checkbox"/>	21	<input checked="" type="checkbox"/>
3	BROWN	1590645	SPARLING, Schneider National		12/8/2007	12/5/2007	12/5/2007	2/29/2008		Non-Merit		<input type="checkbox"/>	88	<input checked="" type="checkbox"/>
1	BROWN	1594605	BOHACEK, Oso Lumber		2/10/2007	2/14/2007	2/14/2007	2/19/2008		No Protected Activity Established		<input type="checkbox"/>	71	<input checked="" type="checkbox"/>
1	BROWN	1593920	BAZAN, Mc Bellingham Dermatology		2/11/2007	2/12/2007	2/13/2007	2/13/2007	2/25/2008	Settled-Other \$5,000		<input type="checkbox"/>	76	<input checked="" type="checkbox"/>
1	DYKSTRA		SHRAUNER, City of Everett Fire Dept.		2/11/2007	2/13/2007		2/17/2007		Untimely		<input type="checkbox"/>	6	<input checked="" type="checkbox"/>
2	NAVARRE	1594019	HARRIS, Ba Cain's Pressure Washing		2/12/2007	2/13/2007	2/13/2007	3/5/2008		Withdrawn		<input type="checkbox"/>	84	<input checked="" type="checkbox"/>
4	HEBERLIN	1596519	LAYMAN, EC Company		2/18/2007	2/19/2007	2/19/2007	3/6/2008		Settled - Other Change to lay off, subject to rehire, clean file		<input type="checkbox"/>	79	<input checked="" type="checkbox"/>
4	SPRINGER	1596527	DAVIS, Chri Michaels Inc.		2/18/2007	2/19/2007	2/19/2007	2/19/2008		Withdrawn		<input type="checkbox"/>	63	<input checked="" type="checkbox"/>
4	HEBERLIN		SCHNEIDE, EC Company		2/28/2007	1/2/2008	1/2/2008	2/27/2008		Settled - Other Change Termination Status		<input type="checkbox"/>	61	<input checked="" type="checkbox"/>
2	DYKSTRA		WOOD, Ric	Longview Fibre Seattle	1/4/2008	1/8/2008		1/8/2008		Failed to meet criteria for investigation		<input type="checkbox"/>	4	<input checked="" type="checkbox"/>
2	DYKSTRA		BENZ, Lynn	Group Health Cooperative	1/4/2008	1/8/2008		1/8/2008		Untimely		<input type="checkbox"/>	4	<input checked="" type="checkbox"/>
3	DYKSTRA		JOHNSON, Frankey	Tobey Jones	1/7/2008	1/8/2008		1/8/2008		Untimely		<input type="checkbox"/>	1	<input checked="" type="checkbox"/>
2	DYKSTRA		LLOYD, Ro	Aramark Uniform	1/9/2008	1/11/2008		1/11/2008		Deferred to Ind Ins.		<input type="checkbox"/>	2	<input checked="" type="checkbox"/>

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	3	SPRUNGER	1607720 SCHOLBRO	Avamec Tacoma Rehab	1/9/2008	1/18/2008	1/24/2008	3/27/2008	78		Withdrawn		<input type="checkbox"/>	78	<input checked="" type="checkbox"/>
	4	SPRUNGER	1604107 STORRY, Jeff	Olympic Fabrication LLC	1/14/2008	1/15/2008	1/15/2008	4/11/2008	88		Settled	\$3,553.54	<input type="checkbox"/>	88	<input checked="" type="checkbox"/>
	6	HEBERLIN	DAVIS, Larr	NW Express Delivery	1/14/2008	1/16/2008	1/16/2008	2/6/2008	23		Settled	Restatement	<input type="checkbox"/>	23	<input checked="" type="checkbox"/>
	2	BROWN	1604362 MOULDEN, Renais	Mt Rainier Vacation Rentals	1/15/2008	1/15/2008	1/15/2008	3/21/2008	66		Settled - Other	\$712.50	<input type="checkbox"/>	66	<input checked="" type="checkbox"/>
	3	DYKSTRA	BECK, Dani	McNeil Island Corrections	1/16/2008	1/29/2008		1/29/2008	13		FTC and Untimely Filed		<input type="checkbox"/>	13	<input checked="" type="checkbox"/>
	2	BROWN	1606599 JEWELL, D	Leaf Filter NW	1/17/2008	1/22/2008	1/22/2008	3/21/2008	64		Withdrawal		<input type="checkbox"/>	64	<input checked="" type="checkbox"/>
	6	FARIAS	1605013 LEDOUX, T	Riverview Terrace	1/17/2008	1/17/2008	1/17/2008	4/11/2008	85		Withdrawal		<input type="checkbox"/>	85	<input checked="" type="checkbox"/>
	3	SPRUNGER	1609478 VANNETT, Leader	International Corp.	1/23/2008	1/28/2008	1/31/2008	3/10/2008	47		Settled - Other	\$470.20	<input type="checkbox"/>	47	<input checked="" type="checkbox"/>
	1	DYKSTRA	WOODHOU	Performance Radiator	1/24/2008	1/28/2008		1/28/2008	4		Untimely Filed		<input type="checkbox"/>	4	<input checked="" type="checkbox"/>
	1	DYKSTRA	MARKINEZ	National Food Corp	1/25/2008	1/28/2008		1/29/2008	4		Failed to meet criteria for investigation.		<input type="checkbox"/>	4	<input checked="" type="checkbox"/>
	1	FARIAS	1608868 LOPEZ, Jaci	National Food Corp	1/25/2008	1/28/2008	1/29/2008	4/21/2008	87		Settled - Other	\$2,678.43	<input type="checkbox"/>	87	<input checked="" type="checkbox"/>
	4	DYKSTRA	CAREY, Sus	Pacific County Public Works	1/28/2008	1/29/2008		1/30/2008	2		Untimely Filed		<input type="checkbox"/>	2	<input checked="" type="checkbox"/>
	1	DYKSTRA	GATES, Dav	Boeing	1/31/2008	2/6/2008		2/6/2008	6		Failed to meet criteria for investigation		<input type="checkbox"/>	6	<input checked="" type="checkbox"/>
	5	DYKSTRA	CHANNELL	Moses Lake Senior Living	1/31/2008	2/1/2008		2/1/2008	11		No Protected Activity		<input type="checkbox"/>	11	<input checked="" type="checkbox"/>
	5	FARIAS	GUADALU	Sunset Produce	2/1/2008	3/13/2008		3/20/2008	48		Untimely Filed		<input type="checkbox"/>	48	<input checked="" type="checkbox"/>
	2	DYKSTRA	DONLEVY, Qwest		2/6/2008	2/11/2008		2/19/2008	13		Does not meet criteria for investigation.		<input type="checkbox"/>	13	<input checked="" type="checkbox"/>
	2	NAVARRE	1614908 SULLIVAN, Outsource	Telecom	2/6/2008	2/13/2008	2/13/2008	5/1/2008	85		Withdrawn		<input type="checkbox"/>	85	<input checked="" type="checkbox"/>
	1	NAVARRE	1613006 STILES, Lin	Fastcap LLC	2/7/2008	2/7/2008	2/11/2008	5/5/2008	88		Settled - Other	\$2,200	<input type="checkbox"/>	88	<input checked="" type="checkbox"/>
	1	DYKSTRA	TOWNSEN	Fred Meyer	2/11/2008	2/11/2008		2/13/2008	2		Untimely Filed		<input type="checkbox"/>	2	<input checked="" type="checkbox"/>
	3	DYKSTRA	TAYLOR, H	Kings Manor Assisted Living	2/11/2008	2/13/2008		2/19/2008	8		Does not meet the criteria for investigation.		<input type="checkbox"/>	8	<input checked="" type="checkbox"/>
	2	NAVARRE	1617844 PATA, Josep	Norfi Manufacturing	2/12/2008	2/13/2008	2/19/2008	4/10/2008	58		Non-Merit		<input type="checkbox"/>	58	<input checked="" type="checkbox"/>

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5	FARIAS	COVARRU	Sunset Produce Inc.		2/13/2008	5/5/2008		5/7/2008			FTC		<input type="checkbox"/>	84	<input checked="" type="checkbox"/>
3	DYKSTRA	ACCARDO,	Boeing		2/14/2008	2/20/2008		2/20/2008			Untimely Filed		<input type="checkbox"/>	6	<input checked="" type="checkbox"/>
2	BROWN	1619113	SCHAFF, M	Abbeeh Staffing	2/19/2008	2/21/2008	2/21/2008	5/13/2008			Withdrawn - Separation Agreement & Release		<input type="checkbox"/>	84	<input checked="" type="checkbox"/>
2	DYKSTRA	TREVISAN	FedEx		2/20/2008	2/27/2008		2/27/2008			Untimely Filed		<input type="checkbox"/>	7	<input checked="" type="checkbox"/>
2	DYKSTRA	HOFF, Paul	W/A State DOT		2/20/2008	2/26/2008		2/26/2008			Untimely Filed		<input type="checkbox"/>	6	<input checked="" type="checkbox"/>
4	SPRUNGER	1619980	MATTISON	Carson Mineral Hot Springs	2/20/2008	2/25/2008	2/25/2008	4/24/2008			Settled - Other	\$1,484.15	<input type="checkbox"/>	64	<input checked="" type="checkbox"/>
4	DYKSTRA	HOLDEN, A	Carson Mineral Hot Springs		2/21/2008	2/23/2008		2/23/2008			Does not meet the criteria for investigation.		<input type="checkbox"/>	4	<input checked="" type="checkbox"/>
5	HEBERLIN	1620475	HILL, Norm	Pacific Aerospace	2/25/2008	2/26/2008	2/26/2008	5/16/2008			Withdrawal		<input type="checkbox"/>	81	<input checked="" type="checkbox"/>
2	DYKSTRA	RICHARDS	Howard Leigh / Bacon		2/26/2008	2/28/2008		2/28/2008			FTC and Untimely Filed		<input type="checkbox"/>	2	<input checked="" type="checkbox"/>
2	BROWN	1623516	VAUGHN, J	Tradesman International	2/28/2008	2/28/2008	3/3/2008	5/14/2008			Withdrawal		<input type="checkbox"/>	76	<input checked="" type="checkbox"/>
5	FARIAS	BIRRUETA,	Evans Fruit		3/5/2008	3/5/2008		3/27/2008			FTC		<input type="checkbox"/>	22	<input checked="" type="checkbox"/>
	DYKSTRA	HANSON, G	Fenner Drives		3/6/2008	3/6/2008		3/10/2008			No Jurisdiction - Deferred to OSHA (Pennsylvania)		<input type="checkbox"/>	4	<input checked="" type="checkbox"/>
4	DYKSTRA	GARCIA, Jo	Washington Crab		3/7/2008	3/12/2008		3/13/2008			Untimely Filed - Deferred to Safety Compliance		<input type="checkbox"/>	6	<input checked="" type="checkbox"/>
2	NAVARRRE	1627652	JORDAN, L	Total Living Concept	3/10/2008	3/10/2008	3/10/2008	6/3/2008			Settled - Other	\$759.50	<input type="checkbox"/>	85	<input checked="" type="checkbox"/>
5	FARIAS	1631084	MONTEJO,	G & S Truck Wash	3/10/2008	3/13/2008	3/20/2008	4/7/2008			Settled-Other	\$764	<input type="checkbox"/>	28	<input checked="" type="checkbox"/>
2	BROWN	1628692	JONES, Roy	Java Trading Co.	3/11/2008	3/11/2008	3/12/2008	5/5/2008			Settled - Other	Removal of Counseling Statement from file	<input type="checkbox"/>	55	<input checked="" type="checkbox"/>
2	DYKSTRA	JOHNSON,	Seattle Iron & Metal Corp.		3/11/2008	3/11/2008		3/20/2008			Untimely Filed		<input type="checkbox"/>	9	<input checked="" type="checkbox"/>
3	BROWN	1629070	OFRANCIA	Sound Publishing Inc.	3/12/2008	3/13/2008	3/13/2008	4/18/2008			Settled - Other	\$2,605.75	<input type="checkbox"/>	37	<input checked="" type="checkbox"/>
3	SPRUNGER	1629054	SCOTT, Bra	Save-A-Lot	3/12/2008	3/12/2008	3/13/2008	5/23/2008			Settled - Other	\$1,590.54	<input type="checkbox"/>	72	<input checked="" type="checkbox"/>
1	DYKSTRA	GUFFEY, V.	Exact Finishing		3/17/2008	3/20/2008		3/20/2008			Untimely Filed		<input type="checkbox"/>	3	<input checked="" type="checkbox"/>

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2	DYKSTRA	WOOD, Jea	Glacier Recycle		3/17/2008	3/20/2008		3/20/2008			FTC - No Reprisal. Deferred to Ind. Ins. Inv.		<input type="checkbox"/>	3
6	HEBERLIN	1631092	SOTTIN, Amt	Hollen Construction	3/17/2008	3/20/2008	3/20/2008	5/14/2008			Non-Merit		<input type="checkbox"/>	58
2	DYKSTRA	ALBERT, Di	Ruan Transportation System		3/18/2008	3/20/2008		3/20/2008			FTC - Not WISHA Discrimination - Deferred		<input type="checkbox"/>	2
5	HEBERLIN	1632660	KELLY, Mic	VECA Electric	3/21/2008	3/24/2008	3/25/2008	6/13/2008			Merit - Settled	\$5,441.28	<input checked="" type="checkbox"/>	84
6	HEBERLIN	FUTCH, Nic	Legacy Lumber		3/25/2008	4/1/2008		4/7/2008			FTC		<input type="checkbox"/>	13
3	SPRUNGER	1633304	JOHNSON, Franke	Tobey Jones	3/26/2008	3/28/2008	3/27/2008	5/9/2008			Withdrawal		<input type="checkbox"/>	44
2	DYKSTRA	CABUCCO, T	Pac Lab/Group Health		3/27/2008	4/8/2008		4/8/2008			FTC		<input type="checkbox"/>	12
3	DYKSTRA	DOUGLASS	United Agri Products (UAP)		3/28/2008	4/7/2008		4/7/2008			FTC - No protected activity		<input type="checkbox"/>	10
1	DYKSTRA	ESTES, Ron	Matrix Service		3/31/2008	4/7/2008		4/7/2008			FTC		<input type="checkbox"/>	7
1	BROWN	1636091	GUTTERRE	Alpine Cleaning & Restoration	4/1/2008	4/3/2008	4/3/2008	5/5/2008			Withdrawal		<input type="checkbox"/>	34
3	DYKSTRA	RUDEP, Julie	Clean Tec		4/1/2008	4/18/2008		4/21/2008			Untimely Filed		<input type="checkbox"/>	20
2	DYKSTRA	JAMES, Mat	Red Robin		4/2/2008	4/7/2008		4/7/2008			FTC - No protected activity		<input type="checkbox"/>	5
1	DYKSTRA	PELUSO, N	Mayesville HIE, LLC		4/10/2008	4/10/2008		4/11/2008			Non-Jurisdiction		<input type="checkbox"/>	1
2	DYKSTRA	QUJIANO, Alliance			4/10/2008	4/21/2008		4/24/2008			Untimely Filed		<input type="checkbox"/>	14
6	FARJAS	1641042	HAMMOND	City of Spokane	4/10/2008	4/10/2008	4/11/2008	7/7/2008			Settled - Other Positive Letter of Reference		<input type="checkbox"/>	88
1	DYKSTRA	FULTON, Jo	McKesson		4/14/2008	4/18/2008		4/21/2008			Untimely Filed - Deferred to Safety Compliance		<input type="checkbox"/>	7
3	DYKSTRA	SEYMOUR, Freighthouse	Man. LLC		4/15/2008	4/18/2008		4/21/2008			No WISHA Jurisdiction - Deferred to Employment Sta		<input type="checkbox"/>	6

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5	FARIAS	1645670	BRUNES, Darigold, Inc.		4/16/2008	4/18/2008	4/21/2008	7/1/0/2008			Withdrawn		<input type="checkbox"/>	85
2	BROWN	1653849	NOGA, Leu Starbuck		4/30/2008	5/1/2008	5/2/2008		7/14/2008		Merit - To AAG for settlement negotiation		<input checked="" type="checkbox"/>	75
2	BROWN	1658251	HAYES, Bet Harborview		5/2/2008	5/12/2008	5/12/2008	7/16/2008			Withdrawal		<input type="checkbox"/>	75
1	DYKSTRA		PRICE, Lois Innovative Technologies		5/5/2008	5/7/2008		5/7/2008			FTC - Voluntary quit (criteria not met)		<input type="checkbox"/>	2
2	DYKSTRA		MORGAN, Pederson Event Rentals		5/7/2008	5/9/2008		5/9/2008			No Jurisdiction		<input type="checkbox"/>	2
1	BROWN	1658244	GUTIERRE Alpine Cleaning & Restoration		5/12/2008	5/12/2008	5/12/2008	7/16/2008			Settled - Other	\$477.45	<input checked="" type="checkbox"/>	65
2	NAVARRRE	1658889	STELFOX, J Vinyl / Parsons RCI / Frontier		5/12/2008	5/13/2008	5/14/2008			8/8/2008	Merit - Deferred to AAG for Litigation	\$30,000	<input checked="" type="checkbox"/>	88
5	FARIAS	1658459	DELCOUR, Dynalectic Company		5/12/2008	5/12/2008	5/12/2008			8/7/2008	Settled	\$1,498.48	<input type="checkbox"/>	87
6	DYKSTRA		XAVIEL, Da Home Depot		5/12/2008	5/12/2008		5/12/2008			No Jurisdiction - Deferred to Ind Ins Investigato		<input type="checkbox"/>	0
4	DYKSTRA		WAGONER, Brighton Enterprises		5/13/2008	5/14/2008		5/23/2008			FTC - No Reprisal		<input type="checkbox"/>	10
4	SPRUNGER	1662261	CALVILLO, H&H Eco Systems, Inc.		5/21/2008	5/28/2008	5/28/2008		8/8/2008		Withdrawn		<input type="checkbox"/>	79
5	DYKSTRA		ORTEGA, G Dynalectic		5/21/2008	5/27/2008		5/29/2008			No Jurisdiction		<input type="checkbox"/>	8
5	DYKSTRA		MORRIS, CI Gene Industries		5/21/2008	5/28/2008		5/28/2008			Untimely Filed		<input type="checkbox"/>	7
5	DYKSTRA		MOSER, Ki Dynalectic		5/21/2008	5/27/2008		5/29/2008			No Jurisdiction		<input type="checkbox"/>	8
5	DYKSTRA		WESANKO, Dynalectic		5/21/2008	5/27/2008		5/29/2008			FTC - No protected activity		<input type="checkbox"/>	8
5	DYKSTRA		MONROE, Dynalectic		5/21/2008	5/27/2008		5/29/2008			Untimely Filed		<input type="checkbox"/>	8
5	DYKSTRA		BICKAR, W Dynalectic		5/21/2008	5/27/2008		5/29/2008			FTC		<input type="checkbox"/>	8
5	FARIAS	1662253	MCSHANN Dynalectic		5/21/2008	5/28/2008	5/28/2008		8/15/2008		Settlement	\$1,392.56	<input checked="" type="checkbox"/>	86
3	DYKSTRA		WILLIAMS, Delbroccos		5/27/2008	5/28/2008		5/28/2008			No Jurisdiction - Deferred to Emp. Standards		<input type="checkbox"/>	1

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3	DYKSTRA	PACHMAY	Delbroccos		5/27/2008	5/28/2008		5/28/2008			No Jurisdiction - Deferred to Emp. Standards		<input type="checkbox"/>	1	<input checked="" type="checkbox"/>
3	SPRUNGER	1662287	COOPER, E Inc.	Northwest Steel & Pipe, Inc.	5/27/2008	5/28/2008	5/28/2008			8/4/2008	Settlement Nicholas \$19.95, Curtis \$24.78, Cooper \$21.94, Adams \$22.64		<input checked="" type="checkbox"/>	69	<input checked="" type="checkbox"/>
5	FARJAS	VELAZQUE	Jeld-Wen		5/27/2008	6/2/2008		6/9/2008			Untimely Filed		<input type="checkbox"/>	13	<input checked="" type="checkbox"/>
1	DYKSTRA	OSBORN, K	Sea Dog		5/28/2008	6/3/2008		6/9/2008			FTC - No Retaliation		<input type="checkbox"/>	12	<input checked="" type="checkbox"/>
2	NAVARRE	1664127	LEMOINE, Board	WA State Liquor Control Board	5/28/2008	6/2/2008	6/2/2008			8/15/2008	Withdrawal		<input type="checkbox"/>	79	<input checked="" type="checkbox"/>
2	NAVARRE	1664200	BECHTEL, J	Sarr's Club	5/30/2008	6/2/2008	6/2/2008			8/26/2008	Withdrawal (Pursued private right of action)		<input type="checkbox"/>	88	<input checked="" type="checkbox"/>
2	BROWN	1665132	BASKINS, Harborview Medical Center		6/4/2008	6/4/2008	6/4/2008			8/13/2008	Agency Withdrawn		<input type="checkbox"/>	70	<input checked="" type="checkbox"/>
3	DYKSTRA	COLLINS, R	Intervecf Development NW Inc.		6/4/2008	6/11/2008		6/11/2008			FTC - No Protected Activity		<input type="checkbox"/>	7	<input checked="" type="checkbox"/>
4	DYKSTRA	HILL, Peter	Taylor Transport		6/9/2008	6/10/2008		6/10/2008			FTC-No Jurisdiction - Deferred to OSHA		<input type="checkbox"/>	1	<input checked="" type="checkbox"/>
5	FARJAS	1672088	MARJISCAL, Harvey L. Jones Farms		6/9/2008	6/17/2008	6/17/2008			9/5/2008	Agency dismissed/non- merit		<input type="checkbox"/>	88	<input checked="" type="checkbox"/>
2	NAVARRE	1666320	GULLETT, The Boeing Company		6/10/2008	6/10/2008	6/11/2008	7/10/2008			Agency Settled - Other Written reprimand removed		<input type="checkbox"/>	30	<input checked="" type="checkbox"/>
1	HEBERLIN	1667294	LINGBLOO BP, Inc.		6/13/2008	6/16/2008	6/16/2008			8/28/2008	Agency dismissed/non- merit		<input type="checkbox"/>	76	<input checked="" type="checkbox"/>
2	DYKSTRA	SANFORD, Maximum Performance Hydraulics			6/13/2008	6/18/2008		6/26/2008			FTC - No adverse action		<input type="checkbox"/>	13	<input checked="" type="checkbox"/>
3	SPRUNGER	1667286	SMITH, Edd & Resid	WV Painting Commercial & Resid	6/13/2008	6/16/2008	6/16/2008			7/7/2008	Agency Settled - Other \$358.75		<input checked="" type="checkbox"/>	24	<input checked="" type="checkbox"/>
6	DYKSTRA	BRUNELI, TN Wright & Associates			6/16/2008	6/16/2008		6/17/2008			FTC - No Jurisdiction		<input type="checkbox"/>	1	<input checked="" type="checkbox"/>

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6	HEBERLIN	1674449	HORNTVD Management	Total Employment	6/16/2008	7/9/2008	7/9/2008	8/20/2008			Agency withdrawn/cooped		<input type="checkbox"/>	65
3	SPRUNGER	1670116	MORRISON, Fred Meyer		6/17/2008	6/24/2008	6/24/2008		7/22/2008	Agency Dismissed/non- merit			<input type="checkbox"/>	35
3	BROWN	1667831	SEIDER, Ro Systems	Health Care Parking	6/18/2008	6/18/2008	6/18/2008		8/14/2008	Agency withdrawn			<input type="checkbox"/>	57
6	HEBERLIN	1667781	XAVIEL, Da	Home Depot	6/18/2008	6/18/2008	6/18/2008		9/11/2008	Agency Dismissed/Non- Merit			<input type="checkbox"/>	85
2	NAVARRA	1668516	GRAY, John	Shoreline School District	6/19/2008	6/20/2008	6/20/2008		9/15/2008	Agency Withdrawn			<input type="checkbox"/>	88
4	SPRUNGER	1672062	SILZER, Ke	Franz Family Bakery	6/30/2008	6/30/2008	6/30/2008		9/4/2008	Agency withdrawn/Deferred to Union Arb. Process			<input type="checkbox"/>	66
4	SPRUNGER	1672872	MATTIAS, College Pro Painters		7/1/2008	7/22/2008	7/7/2008		9/15/2008	Agency Settled	\$1,058.76		<input checked="" type="checkbox"/>	76
3	BROWN	1673458	FRANCE, L	L&S Tire Company	7/8/2008	7/8/2008	7/8/2008		10/1/2008	FRANCE merit / LOGO Non-merit	Agency Litigation/Merit for FRANCE		<input checked="" type="checkbox"/>	85
3	DYKSTRA		SEIDER, Ro Systems	Health Care Parking	7/8/2008	7/10/2008		7/14/2008		Untimely filed			<input type="checkbox"/>	6
2	BROWN	1678382	ULLMAN, J	Labor Ready	7/14/2008	7/28/2008	7/28/2008		10/8/2008	agency dismissed/non- merit			<input type="checkbox"/>	86
3	SPRUNGER	1676535	JAMES, Dav	Wall Constructors	7/17/2008	7/21/2008	7/22/2008		10/3/2008	Agency Settled	\$3301.60		<input checked="" type="checkbox"/>	78
2	BROWN	1676089	KYHTER, B	BabyLegs LLC	7/18/2008	7/18/2008	7/18/2008		8/13/2008	Agency withdrawn			<input type="checkbox"/>	26
1	NAVARRA	1676873	FIESER, Jon	Total Western Inc.	7/21/2008	7/21/2008	7/22/2008		0/14/2008	Agency dismissed-Non- Merit			<input type="checkbox"/>	85
4	SPRUNGER		DEWHITT, Jerry	DeBria Logging Co	7/21/2008	7/21/2008	7/21/2008	8/11/2008		FTC-Enhanced Screening/withdrawn			<input type="checkbox"/>	21
3	DYKSTRA		STEWART, White	Buffalo Trucking	7/22/2008	7/24/2008		7/24/2008		FTC-No Jurisdiction - Deferred to OSHA			<input type="checkbox"/>	2
4	DYKSTRA		WRIGHT, M	Northwest Harley-Davidson	7/22/2008	7/23/2008		7/24/2008		FTC-Untimely/Deferred to Region 4 Compliance			<input type="checkbox"/>	2

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1	DYKSTRA	JONES, Cari	Whitcom County Detox		7/23/2008	7/24/2008		7/24/2008			FTC-Unimely		<input type="checkbox"/>	1	<input checked="" type="checkbox"/>
5	FARLAS	1678713 OCHOA, Ma	Zinkle Fruit Company		7/28/2008	7/28/2008	7/30/2008			0/22/2008	Settled Merit - 3 Reinstatement	\$22,653.80	<input checked="" type="checkbox"/>	86	<input checked="" type="checkbox"/>
2	BUTLER	PEPPARD, J	Central Freight Lines		7/29/2008	8/4/2008		8/4/2008			FTC-no protected activity		<input type="checkbox"/>	6	<input checked="" type="checkbox"/>
6	HEBERLIN	1665876 ROSS, Chris	The Home Depot		8/4/2008	8/4/2008	8/4/2008		10/1/2008		Agency Settled	\$616.00	<input checked="" type="checkbox"/>	58	<input checked="" type="checkbox"/>
1	REED	CERVANTE	AMG Farms		8/5/2008	8/5/2008		9/3/2008			FTC-Deferred to HRC		<input type="checkbox"/>	29	<input checked="" type="checkbox"/>
5	BUTLER	WATSON,	Washington Fruit & Produce		8/14/2008	8/14/2008		8/14/2008			FTC-Deferred to Ind. Ins.		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
1	BROWN	1683499 GRINNELL,	Pacific Garage		8/15/2008	8/15/2008	8/15/2008		9/8/2008		Agency settled	\$177.32	<input checked="" type="checkbox"/>	24	<input checked="" type="checkbox"/>
2	BROWN	1682368 FEIERDAY,	Hughes Group LLC		8/18/2008	8/18/2008	8/19/2008		0/29/2008		Agency Dismissed-Non-Merit		<input type="checkbox"/>	72	<input checked="" type="checkbox"/>
5	BUTLER	TODD, Toby	Summit Environmental - Post Fall		8/18/2008	8/18/2008		10/8/2008			Enhanced screening/FTC-Failure to Cooperate		<input type="checkbox"/>	51	<input checked="" type="checkbox"/>
4	REED	HAWES, La	Command Center Inc.		8/21/2008	8/25/2008		9/2/2008			FTC-Unimely		<input type="checkbox"/>	12	<input checked="" type="checkbox"/>
2	NAVARRRE	1683549 CULLUP, G	Graphic Packaging		8/25/2008	8/25/2003	8/25/2003	9/30/2008			Agency withdrawn		<input type="checkbox"/>	36	<input checked="" type="checkbox"/>
2	NAVARRRE	1683853 PRICE, Jeff	Holiday Parks		8/27/2008	8/27/2008	8/27/2008	9/23/2008			Agency withdrawn/compl.non-coop		<input type="checkbox"/>	27	<input checked="" type="checkbox"/>
2	BROWN	1684919 FURMAN, L	Karvel Construction		8/29/2008	9/12/2008	9/12/2008		1/25/2008		Agency settled	\$248.08	<input checked="" type="checkbox"/>	88	<input checked="" type="checkbox"/>
2	NAVARRRE	MCGUINNE	Northwest Protective Service		9/3/2008	9/7/2008		0/20/2008			Enhanced Screening-FTC-deferred to OSHA		<input type="checkbox"/>	47	<input checked="" type="checkbox"/>
6	HEBERLIN	1684901 BENTON, K	Alumniclass.com		9/3/2008	9/3/2008	9/8/2008	0/28/2008			Agency Withdrawn		<input type="checkbox"/>	55	<input checked="" type="checkbox"/>
3	SPRUNGER	1685502 DOBBA, Jer	Pepsi Northwest Beverages		9/5/2008	9/7/2008	9/8/2008		12/1/2008		Agency Settled-Other	Letter of reprimand removed	<input checked="" type="checkbox"/>	87	<input checked="" type="checkbox"/>
2	BROWN	1686369 LOGAN, Jes	Seattle Public Schools		9/8/2008	9/11/2008	9/11/2008	12/1/2008			Agency withdrawn		<input type="checkbox"/>	84	<input checked="" type="checkbox"/>

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2	NAVARRE	1686377	PATTERSO	Otoit Logistics	9/10/2008	9/10/2008	9/10/2008	1/17/2008	Agency dismissed-Non-Merit- No Discrimination			<input type="checkbox"/>	68	<input checked="" type="checkbox"/>
3	SPRUNGER	1686336	ENOCENCI	Washington Courts	9/11/2008	9/11/2008	9/11/2008	12/8/2008	Agency dismissed-non-merit			<input type="checkbox"/>	88	<input checked="" type="checkbox"/>
	REED		PREDMOR	Wenatchee Assisted Living	9/12/2008	9/26/2008	9/30/2008		FTC-Case ref to DOH			<input type="checkbox"/>	18	<input checked="" type="checkbox"/>
2	NAVARRE	6871461	JALBERT,	Lavera Skin Care North America	9/15/2008	9/15/2008	9/15/2008	2/10/2008	Agency litigation-merit			<input checked="" type="checkbox"/>	86	<input checked="" type="checkbox"/>
2	NAVARRE	1689496	WALD, Fay	Catholic Community Services	9/15/2008	9/23/2008	9/24/2008	12/11/2008	Agency settled	\$2435.24		<input checked="" type="checkbox"/>	77	<input checked="" type="checkbox"/>
4	SPRUNGER	1691344	NANCE, Be	Shawn Tile Work and More Services	9/17/2008	9/17/2008	9/17/2008	1/21/2008	Agency settled/4 days wages	\$416.00		<input checked="" type="checkbox"/>	65	<input checked="" type="checkbox"/>
	REED		PERKINS, L	Catholic Community Service	9/18/2008	9/18/2008	9/30/2008		FTC- No Protected Activity, Ref to DSHS			<input type="checkbox"/>	12	<input checked="" type="checkbox"/>
	REED		KONGAIKA	City of Seattle	9/19/2008	9/19/2008	0/13/2008		FTC-Non-cooperative			<input type="checkbox"/>	24	<input checked="" type="checkbox"/>
6	HEBERLIN	1687425	BRICKER,	Performance Contracting, Inc	9/19/2008	9/22/2008	9/22/2008	2/16/2008	Agency Settled	\$4,289.90		<input checked="" type="checkbox"/>	88	<input checked="" type="checkbox"/>
	REED		TAPOT, Mic	Travis Patern & Foundry Inc	9/24/2008	9/26/2008	9/26/2008		FTC-no protected activity			<input type="checkbox"/>	2	<input checked="" type="checkbox"/>
1	BROWN	1691005	WILLIAMS,	King County Dept of Transport	9/24/2008	9/24/2008	9/29/2008	12/3/2008	Agency Withdrawn			<input type="checkbox"/>	70	<input checked="" type="checkbox"/>
6	HEBERLIN	1690999	VIGIL, Lloy	Henkels and McCoy	9/26/2008	9/29/2008	9/30/2008	12/1/2008	Agency dismissed-Non-Merit			<input type="checkbox"/>	66	<input checked="" type="checkbox"/>
2	NAVARRE	1691427	DAVIS, Jen	First Student Inc.	9/30/2008	9/30/2008	10/3/2008	0/10/2008	Agency dismissed-non-merit			<input type="checkbox"/>	10	<input checked="" type="checkbox"/>
3	SPRUNGER	1691385	ESPINOZA,	Simpson Tacoma Kraft	10/2/2008	10/3/2008	10/3/2008	2/17/2008	Agency dismissed-non-merit			<input type="checkbox"/>	76	<input checked="" type="checkbox"/>
6	HEBERLIN	1674449	HORNTVD	Total Employment Management	10/2/2008	10/2/2008	10/7/2008	2/29/2008	Agency withdrawn			<input type="checkbox"/>	88	<input checked="" type="checkbox"/>

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	REED		TOM, Georg	Allied Barton Security	10/7/2008	10/7/2008		0/22/2008			FTC-Untimely		<input type="checkbox"/>	15
	REED		TATE, Eddi	NW Regional Council of Carpent	10/8/2008	0/10/2008		0/10/2008			FTC-No Protected Activity		<input type="checkbox"/>	2
	REED		REDJFER, J	Qwest Communications	10/8/2008	0/10/2008		0/10/2008			FTC-Untimely		<input type="checkbox"/>	2
	5	FARIAS	ROCHA, Gil	HF Hauff Co Inc.	10/8/2008	0/10/2008	0/10/2008	0/20/2008			FTC-Enhanced Screening/Untimely		<input type="checkbox"/>	12
		REED	SAWDON, Kinder	Care	0/14/2008	0/16/2008		0/20/2008			FTC-No Protected Activity/RefDSHS		<input type="checkbox"/>	6
	3	REED	TSE, WING	TOP FOODS	0/14/2008	0/14/2008		1/20/2008			FTC-Enhanced screening/no protect. Activity		<input type="checkbox"/>	37
	2	NAVARRRE	GUNNS, He	Norpoint Shooting & Tactical	0/16/2008	0/20/2008		11/2/2008			FTC-Referred to OSHA		<input type="checkbox"/>	17
	2	NAVARRRE	1692516 WILLIAMS, MC	Painting	0/17/2008	0/21/2008	11/3/08	2/15/2008			Agency dismissed/non- cooperative		<input type="checkbox"/>	59
	5	FARIAS, Te	1696111 Mayberry, R	Universal Drywall	0/28/2008	0/29/2008	11/4/2008			2/18/2008	Agency Dismissed-Non- Merit		<input type="checkbox"/>	51
	4	DYKSTRA, 1697317	TOWNSSEN	Bob's Rentals	11/5/2008	11/6/2008	11/6/2008			1/14/2009	Agency dismissed/Non- Merit		<input type="checkbox"/>	70
	1	BROWN, Pa	1697697 BALLARD,	Up Scale Construction	11/6/2008	11/7/2008	1/14/2008	12/9/2008			Agency Withdrawn		<input type="checkbox"/>	33
	2	NAVARRRE	1697895 BUNKER, C	Hffy Tube	11/2/2008	11/2/2008	1/13/2008	1/26/2008			Agency Withdrawn		<input type="checkbox"/>	14
	6	Heberling, D	MINTYALA	Northwest Exterior	1/17/2008	1/17/2008		1/18/2008			FTC-Def to OSHA		<input type="checkbox"/>	1
	1	BROWN, Pa	1699545 GORDON, S	Nuprecon Remplition	1/18/2008	1/19/2008	1/20/2008	2/3/2009			Agency Withdrawn		<input type="checkbox"/>	77
	3	SPRUNGER	WHITE, Mic	Lindstrom & Son Construction	1/19/2008	1/19/2008	1/20/2008	2/31/2008			FTC-Enhanced Screening		<input type="checkbox"/>	42
		REED	BERNSEN, Courtyard	Karriott	1/20/2008	1/21/2008		1/21/2008			FTC-ref. HRC and Safety Compliance		<input type="checkbox"/>	1

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															Disposition
	REED		COMBS, Ma	JC Pennys	1/25/2008	1/25/2008		12/3/2008			FTC- No Protected Activity/Safety Compliance		<input type="checkbox"/>	8	<input checked="" type="checkbox"/>
	REED		KERR, Steve	Mike Warner Trucking	1/25/2008	12/4/2008		12/5/2008			FTC-No Protected Activity		<input type="checkbox"/>	10	<input checked="" type="checkbox"/>
	REED		KNUTSON, Autho	Port of Seattle/Managing Autho	1/26/2008	12/12/2008		12/3/2008			FTC-contractor/not employee		<input type="checkbox"/>	7	<input checked="" type="checkbox"/>
	REED		SANCHEZ, Valley	Processing	12/3/2008	12/5/2008		12/8/2008			FTC-No protected activity		<input type="checkbox"/>	5	<input checked="" type="checkbox"/>
	1	BROWN	1700732 KNOWLES, PLC	Contraction	12/3/2008	12/3/2008	12/3/2008			3/17/2009	Agency dismissed-Non- Merit/Appell denied		<input type="checkbox"/>	104	<input checked="" type="checkbox"/>
	5.	FARAS	1701762 MCCANCE, Tri	City Battery	12/4/2008	2/11/2008	2/11/2008			2/20/2009	Agency dismissed-Non- Merit		<input type="checkbox"/>	78	<input checked="" type="checkbox"/>
	REED		CHRISTIE, TIMEC		12/5/2008	12/8/2008		2/12/2008			FTC-No Protected Activity		<input type="checkbox"/>	7	<input checked="" type="checkbox"/>
	1	BROWN	1700715 WHITEHAL	Lake City Mini StorageDBAUrban	12/5/2008	12/5/2008	12/5/2008	2/9/2009			Agency dismissed-Non- coop		<input type="checkbox"/>	66	<input checked="" type="checkbox"/>
	REED		MACCARRI	Suntono Electric Lightwave	12/8/2008	12/8/2008		12/8/2008			FTC-no protected activity		<input type="checkbox"/>	0	<input checked="" type="checkbox"/>
	REED		RICHARDS	No employer/employee relation	12/8/2008	2/10/2008		2/12/2008			No Protected Activity		<input type="checkbox"/>	4	<input checked="" type="checkbox"/>
	REED		SNIPES, Da	Ultimate Ceilings	12/8/2008	2/10/2008		2/12/2008			FTC-Unlinely		<input type="checkbox"/>	4	<input checked="" type="checkbox"/>
	REED		WALKER, Everett	Fire Departmen	2/11/2008	2/16/2008		2/25/2009			FTC-No Protected Activity		<input type="checkbox"/>	76	<input checked="" type="checkbox"/>
	REED		Ragsdale, Mi	Hanson Pipe & Product	2/16/2008	2/16/2008		1/22/2009			FTC Enhanced Screening		<input type="checkbox"/>	37	<input checked="" type="checkbox"/>
	5	HEBERLIN	1702075 ROE, Ken	Custom Apple Packing	2/19/2008	2/22/2008	2/23/2008	2/25/2009			Agency Withdrawn		<input type="checkbox"/>	68	<input checked="" type="checkbox"/>
	REED		SPRINGER, Munson	Manufacturing Company	2/26/2008	2/26/2008		2/30/2008			FTC-Unlinely		<input type="checkbox"/>	4	<input checked="" type="checkbox"/>
	REED		BOPRIG, Ja	Pro Sales Inc	2/26/2008	2/26/2008		2/29/2008			FTC-Unlinely		<input type="checkbox"/>	3	<input checked="" type="checkbox"/>

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	REED	ORKIZ-LOP	Hi-Tech Construction		1/17/2009	1/13/2009		1/13/2009			FTC-Untimely		<input type="checkbox"/>	6	<input checked="" type="checkbox"/>
	REED	FISHER, Ma	Herman Northwest Inc.		1/17/2009	1/21/2009		1/22/2009			FTC-Untimely		<input type="checkbox"/>	15	<input checked="" type="checkbox"/>
	REED	SMITH, A J	National Fish & Oyster		1/8/2009	1/9/2009		1/14/2009			FTC No Protected Activity		<input type="checkbox"/>	6	<input checked="" type="checkbox"/>
4	Navarre	1704162	VINCIGUE	Pier 1 Imports	1/8/2009	1/9/2009	1/22/2009	3/26/2009			Agency Withdrawn		<input type="checkbox"/>	77	<input checked="" type="checkbox"/>
5	Parais	1706413	LUTHER, M	Hi-Tech Fire & Water Restorati	1/8/2009	1/8/2009	1/13/2009			4/6/2009	Agency Litigation/Merit		<input checked="" type="checkbox"/>	88	<input checked="" type="checkbox"/>
5	REED	FISHER, Ri	Mercy Housing		1/8/2009	1/9/2009	1/13/2009	1/27/2009			FTC-Enhanced Screening		<input type="checkbox"/>	19	<input checked="" type="checkbox"/>
	REED	TOLL, Jeffe	Tiam Freight System		1/9/2009	1/12/2009		1/15/2009			FTC-Untimely and Ref to OSHA		<input type="checkbox"/>	6	<input checked="" type="checkbox"/>
3	SPRUNGER	1705995	WILLIAMS,	Pierce County Public Works Dep	1/9/2009	1/9/2009	1/9/2009	4/3/2009			Agency Withdrawn		<input type="checkbox"/>	84	<input checked="" type="checkbox"/>
	REED	SNOW, Cor	REG Silicon		1/13/2009	1/16/2009		1/22/2009			FTC-Untimely		<input type="checkbox"/>	9	<input checked="" type="checkbox"/>
6	HEBERLIN	LIDDI COA	Volunteers of America		1/14/2009	1/16/2009		1/16/2009			FTC-No Protected Activity		<input type="checkbox"/>	2	<input checked="" type="checkbox"/>
	REED	Grenier, Dav	WSP		1/22/2009	1/23/2009		2/24/2009			Def to union process/pending		<input type="checkbox"/>	33	<input checked="" type="checkbox"/>
2	Navarre	1708288	NAANES,	Franz Family Bakeries	1/22/2009	1/22/2009	1/23/2009			4/13/2009	Agency Settled	\$441.21	<input checked="" type="checkbox"/>	81	<input checked="" type="checkbox"/>
	REED	CLARK, Ro	BBSI/Plush Pippin		1/29/2009	2/5/2009		2/24/2009			FTC-comp. withdrew		<input type="checkbox"/>	26	<input checked="" type="checkbox"/>
2	NAVARRRE	1710839	PASSEY, He	Sunrise Service, Inc.	1/29/2009	1/30/2009	2/20/2009	4/24/2009			Agency Withdrawn		<input type="checkbox"/>	85	<input checked="" type="checkbox"/>
	REED	SPRADLIN	Silverdale Towing		2/6/2009	2/27/2009		4/13/2009			FTC-Non-cooperation		<input type="checkbox"/>	66	<input checked="" type="checkbox"/>
	REED	DUNCAN, J	Daves Trucking		2/6/2009	2/9/2009		2/9/2009			FTC-Def OSHA		<input type="checkbox"/>	3	<input checked="" type="checkbox"/>
3	SPRUNGER	1709559	PEREZ, Cru	American Management/Pinnacle	2/6/2009	2/9/2009	2/9/2009			5/5/2009	Agency Settled/settlement rejected		<input checked="" type="checkbox"/>	88	<input checked="" type="checkbox"/>

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5	FARIAS	1709542	BURNS, Ro	Winco Foods	2/6/2009	2/6/2009	2/9/2009			2/27/2009	Burns/agency settled other-Gelenaw-agency withdraw		<input type="checkbox"/>	21	<input checked="" type="checkbox"/>
	REED		NICHOLS, S	ST Start	2/12/2009	2/13/2009		2/25/2009			FTC-Def't.I.		<input type="checkbox"/>	13	<input checked="" type="checkbox"/>
1	BROWN, Pa	1710144	WHITE, Ro	My Service Mind	2/12/2009	2/13/2009	2/13/2009			4/2/2009	Agency dismissed-Non-Merit		<input type="checkbox"/>	49	<input checked="" type="checkbox"/>
	REED		PASCOAL,	Best Pest Control	2/13/2009	2/13/2009		2/17/2009			FTC-No protected activity		<input type="checkbox"/>	4	<input checked="" type="checkbox"/>
	REED		ROGERS, A	Superior Tree Svc	2/18/2009	2/20/2009		2/20/2009			No Protected Activity /Def to safety compliance		<input type="checkbox"/>	2	<input type="checkbox"/>
5	Farias	1711886	DUARTE, R	Brocfile Orchards	2/20/2009	3/2/2009	3/3/2009			4/9/2009	Agency Settled	\$1,983.60	<input checked="" type="checkbox"/>	48	<input checked="" type="checkbox"/>
	REED		HOLLAND,	Varsity Gill	2/23/2009	2/26/2009		3/30/2009			FTC-No Protected Activity		<input type="checkbox"/>	35	<input checked="" type="checkbox"/>
6	Heberling	1711043	RADER, Re	Quick E. Mart	2/23/2009	2/23/2009	2/24/2009			4/6/2009	Non-Merit		<input type="checkbox"/>	42	<input checked="" type="checkbox"/>
	REED		BINKLEY,	Safeway	2/24/2009	3/3/2009		3/4/2009			FTC-Def to I.I.		<input type="checkbox"/>	8	<input checked="" type="checkbox"/>
	REED		MARR, Bev	Econo Lodge	2/24/2009	2/25/2009		2/26/2009			FTC-Def to DOH		<input type="checkbox"/>	2	<input checked="" type="checkbox"/>
1	BROWN	1711803	GARCIA, M	Davis Industries Inc.	2/24/2009	3/2/2009	3/3/2009			5/12/2009	Agency Settled	\$1,659.76	<input checked="" type="checkbox"/>	77	<input checked="" type="checkbox"/>
3	BUTLER		SPANN, Jeff	Lni Region 3	2/24/2009	2/25/2009		3/27/2009			No Adverse Action		<input type="checkbox"/>	31	<input checked="" type="checkbox"/>
3	Springer	1711076	SALAZAR,	Eagles Landing Apartments	2/24/2009	2/24/2009	2/24/2009			5/5/2009	Agency withdrawn		<input type="checkbox"/>	70	<input checked="" type="checkbox"/>
6	Heberling	1711894	GOSS, Terry	Sagelech Corp.	2/24/2009	2/26/2009	3/4/2009			5/5/2009	Agency dismissed/Non- merit		<input type="checkbox"/>	70	<input checked="" type="checkbox"/>
3	SPRUNGER		MESSERSM	Pierce County Public Works	2/25/2009	2/25/2009		3/25/2009			Enhanced screening/FTC-no adverse action		<input type="checkbox"/>	28	<input checked="" type="checkbox"/>
5	HEBERLIN	1711555	NAVARRRE	Con Agra Foods	2/26/2009	2/27/2009	3/2/2009			5/18/2009	Agency Litigation/Merit		<input checked="" type="checkbox"/>	81	<input checked="" type="checkbox"/>
	REED		NORTHERN	Outback Steak House	3/2/2009	3/6/2009		3/12/2009			FTC-No protected Activity		<input type="checkbox"/>	10	<input checked="" type="checkbox"/>

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	REED		FUJIOLE, Direct TV		3/3/2009	3/6/2009		3/11/2009			FTC-Unltimey Def to II.		<input type="checkbox"/>	8	<input checked="" type="checkbox"/>
3	NAVARRE	1712918	WEST, Day Northstar Aerospace		3/4/2009	3/11/2009	3/13/2009	5/27/2009			Agency withdrawn		<input type="checkbox"/>	84	<input checked="" type="checkbox"/>
	REED		BROWNN Resource Security Services Inc		3/5/2009	3/10/2009		3/12/2009			FTC-Ref II.		<input type="checkbox"/>	7	<input checked="" type="checkbox"/>
1	BROWN	1712553	WILLIAMS, Enumclaw Regional Hospital		3/5/2009	3/9/2009	3/10/2009	4/13/2009			Agency dismissed/non-cooperative		<input type="checkbox"/>	39	<input checked="" type="checkbox"/>
	REED		ORBUELA, Ambitions of Washington Inc.		3/6/2009	3/12/2009		5/11/2009			FTC-Employment Stds		<input type="checkbox"/>	66	<input checked="" type="checkbox"/>
5	Farias	1713064	URIBE, Eric Sunnyside Valley Irrigation D.		3/9/2009	3/13/2009	3/13/2009			6/4/2009	Agency settled	\$3,349.80	<input checked="" type="checkbox"/>	87	<input checked="" type="checkbox"/>
1	BROWN	1713072	ARRIOLA, Seattle Public Utilite		3/12/2009	3/13/2009	3/13/2009			6/5/2009	Agency Settled Other		<input checked="" type="checkbox"/>	85	<input checked="" type="checkbox"/>
	REED		GRAM, Chri Dairgold Milk Production		3/13/2009	3/17/2009		3/23/2009			FTC-Def to II.		<input type="checkbox"/>	10	<input checked="" type="checkbox"/>
	REED		SHINN, Sha HASA INC.		3/13/2009	3/16/2009		3/30/2009			FTC-Def II.		<input type="checkbox"/>	17	<input checked="" type="checkbox"/>
	REED		AMRUNE, R Boeing		3/16/2009	3/19/2009		3/23/2009			FTC-Unltimey		<input type="checkbox"/>	7	<input checked="" type="checkbox"/>
	REED		HOLLAND, United Parcel Service		3/16/2009	3/17/2009		3/18/2009			FTC-Unltimey def II.		<input type="checkbox"/>	2	<input checked="" type="checkbox"/>
	REED		BISHOP, Jer WAL-MART		3/17/2009	3/20/2009		4/13/2009			FTC-No protected Activity-def to II.		<input type="checkbox"/>	27	<input checked="" type="checkbox"/>
3	REED		DELAMOR BD ROOFING		3/18/2009	3/20/2009		4/10/2009			FTC		<input type="checkbox"/>	23	<input checked="" type="checkbox"/>
	REED		ADAMS, Ro Therapeutic Health Service		3/19/2009	3/20/2009		4/24/2009			FTC-No Protected Activity (homeless)		<input type="checkbox"/>	36	<input checked="" type="checkbox"/>
5	FARIAS	1713973	FLORES, Ef Atlantic Engineering		3/20/2009	3/25/2009	3/26/2009			6/23/2009	Agency withdrawn		<input type="checkbox"/>	95	<input checked="" type="checkbox"/>
5	BUTLER		HICKEY, IJ Horn Rapids ORV Park		3/27/2009	4/23/2009		4/24/2009			FTC-Deferred to II.		<input type="checkbox"/>	28	<input checked="" type="checkbox"/>
	REED		MCDONAL Cory Rite Inc.		3/30/2009	4/3/2009		4/20/2009			FTC-Unltimey		<input type="checkbox"/>	21	<input checked="" type="checkbox"/>
	REED		WOODWA Providence Regional Medical, Ct		4/6/2009	4/9/2009		4/14/2009			FTC-No Protected Activity		<input type="checkbox"/>	8	<input checked="" type="checkbox"/>
6	HEBLERLI	1715028	DELUCCI, Amazon.com		4/7/2009	4/8/2009	4/8/2009			6/15/2009	Agency dismissed/non-merit		<input type="checkbox"/>	69	<input checked="" type="checkbox"/>

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5	FARIAS, Te	1714997	BURNS, Ro	WINCO Foods	4/8/2009	4/8/2009	4/8/2009			6/10/2009	Settled-Other- Burns/W/Withdrawal- Gelenaw		<input checked="" type="checkbox"/>	63	<input checked="" type="checkbox"/>
	REED		PEREZ, Ann	Alderwood Park Convalescent Ct	4/10/2009	4/16/2009		4/20/2009			FTC-Untimely		<input type="checkbox"/>	10	<input checked="" type="checkbox"/>
	REED		MCMURTR	Trans-Systems	4/13/2009	4/13/2009		4/16/2009			FTC-Def to OSHA		<input type="checkbox"/>	3	<input checked="" type="checkbox"/>
	BULTER		ALBIN, Joel	General Builders Supply	4/14/2009	4/21/2009		4/24/2009			FTC-Untimely		<input type="checkbox"/>	10	<input checked="" type="checkbox"/>
	REED		COMBS, Ma	J.C. Penny's	4/15/2009	4/15/2009		5/27/2009			FTC-Enhanced screening		<input type="checkbox"/>	42	<input checked="" type="checkbox"/>
3	SPRUNGER	1716307	ROBINSON,	Wash State General Admin	4/15/2009	4/21/2009	4/21/2009			6/16/2009	Agency withdrawn		<input type="checkbox"/>	62	<input checked="" type="checkbox"/>
2	NAVARRE	1716299	FLETCHER,	General Parts International	4/16/2009	4/16/2009	4/21/2009			7/13/2009	Agency dismissed/non- merit		<input type="checkbox"/>	88	<input checked="" type="checkbox"/>
6	BUTLER		GARZA, An	Callaway Gardens	4/16/2009	4/21/2009		4/23/2009			FTC-No protected activity-DefDOH		<input type="checkbox"/>	7	<input checked="" type="checkbox"/>
1	BROWN	1716877	ZUKOS, Ro	Alpak Container	4/17/2009	4/20/2009	4/21/2009			6/26/2009	Agency withdrawn		<input type="checkbox"/>	70	<input checked="" type="checkbox"/>
1	BROWN	1716471	WRIGHT,	AAMCO Transmission Services	4/21/2009	4/21/2009	4/21/2009			6/16/2009	Agency settled-other		<input checked="" type="checkbox"/>	56	<input checked="" type="checkbox"/>
2	NAVARRE	1716828	PAGE, Cryst	Downtown Emergency Service Ctr	4/21/2009	4/27/2009	4/28/2009			7/16/2009	Agency dismissed/non- merit		<input type="checkbox"/>	86	<input checked="" type="checkbox"/>
6	HEBERLIN	1717339	SCHATZ, Ni	Habitat for Humanity Store	4/21/2009	4/21/2009	4/21/2009			7/13/2009	Agency dismissed/non- merit		<input type="checkbox"/>	83	<input checked="" type="checkbox"/>
4	SPRUNGER	1716802	BARMETTIL	Trans Ala LLC	4/23/2009	4/24/2009	4/28/2009			7/16/2009	Agency Withdrawn		<input type="checkbox"/>	84	<input checked="" type="checkbox"/>
	REED		BISH, Angel	Poulsbo Children's Dentistry	4/26/2009	5/15/2009		6/2/2009			Rec'd from OSHA 4- 26/Complainant withdrew		<input type="checkbox"/>	37	<input checked="" type="checkbox"/>
	REED		DOLAN, Pat	Darigold-West Farm Foods	4/29/2009	4/30/2009		5/8/2009			FTC-No Adverse Action		<input type="checkbox"/>	9	<input checked="" type="checkbox"/>
3	SPRUNGER	1717115	DANDREA,	Ruan Transport Corporation	4/29/2009	4/30/2009	4/30/2009	5/26/2009			Agency Dismissed/Non- merit (complainant non- coop)		<input type="checkbox"/>	27	<input checked="" type="checkbox"/>

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									Open	Closed				
2	NAVARRE	1717123	PARK, VAL	Alpha Technology Inc.	4/30/2009	4/30/2009	4/30/2009	6/16/2009			Agency withdrawn		<input checked="" type="checkbox"/>	47
	REED		FLORES, A	Ihop	5/1/2009	5/14/2009		5/15/2009			FTC-No protected activity		<input type="checkbox"/>	14
	REED		BRUNELLY	Mables Garden	5/4/2009	5/8/2009		5/15/2009			FTC-No protected activity		<input type="checkbox"/>	11
3	BROWN	1718832	CLINE, Larr	ClallamBayWastewaterTrea tPlant	5/7/2009	5/12/2009	5/20/2009	8/4/2009			Agency settled/declined offer/administrative close		<input type="checkbox"/>	89
5	FARLAS	1718030	COMER, Ty	Apple Tree Construction	5/11/2009	5/12/2009	5/12/2009	6/4/2009			Agency dismissed/non-merit		<input type="checkbox"/>	24
	REED		DOREMUS,	Odom Corporation	5/13/2009	5/14/2009		5/15/2009			ftc-No Protected Activity		<input type="checkbox"/>	2
	REED		JOHNSON,	Washington Beef	5/13/2009	7/20/2009		7/23/2009			FTC- No Protected Activity/L 1.		<input type="checkbox"/>	71
4	SPRUNGER	1718287	CURRIE, Ri	Northwest Packing Company	5/13/2009	5/13/2009	5/15/2009		8/4/2009		Agency withdrawal/union grievance		<input type="checkbox"/>	83
	REED		RUIZ, Santia	Zirkle Fruit	5/15/2009	5/26/2009		6/1/2009			FTC-No protected activity		<input type="checkbox"/>	17
	REED		MORTON,	Lake Arrowhead Community Club	5/21/2009	5/26/2009		5/27/2009			FTC-No Protected Activity/Def Emp Stds.		<input type="checkbox"/>	6
	REED		ROMERO,	Freeze Pak	5/26/2009	6/1/2009		6/10/2009			FTC- Screening-No protected Activity		<input type="checkbox"/>	15
	REED		DEAN, Jami	Unknown	5/26/2009	5/27/2009		5/28/2009			No Contact		<input type="checkbox"/>	2
2	NAVARRE	1719657	MCPHERS	Vinci/Kemmore Brightwater	5/26/2009	5/27/2009	5/28/2009		8/4/2009		Agency. withdraw/private action		<input type="checkbox"/>	70
6	HEBERLIN	1721026	COOK, Brian	Stinson Construction	5/26/2009	5/28/2009	6/11/2009		8/21/2009		Agency settled \$504 in back wages		<input type="checkbox"/>	87
	REED		CLARK, Ed	Excaltbur Auto Group inc.	5/29/2009	6/2/2009		6/10/2009			FTC-No Protected Activity		<input type="checkbox"/>	12

Region Investigator	Case	Complainant	Employer	Received	Screened	Assigned/Opened	Admin Closed	Total # of Days Open	Closed	Disposition	Settlement	Merit? to Closed	Total # of Days to Closed	Final?
1	BROWN, Pal	1720580 LEE, Joni	Mass Electric Construction Co.	6/1/2009	6/1/2009	6/8/2009	8/19/2009			Agency withdrawn		<input type="checkbox"/>	79	<input checked="" type="checkbox"/>
1	BROWN	1720077 ORO, Alexei	City of Seattle	6/2/2009	6/2/2009	6/3/2009	8/27/2009			Agency settled-other		<input checked="" type="checkbox"/>	86	<input checked="" type="checkbox"/>
1	NAVARRE	1720788 STEVENSO	American Laser Centers	6/2/2009	6/2/2009	6/12/2009			8/27/2009	Agency litigation-merit HOLD		<input checked="" type="checkbox"/>	86	<input checked="" type="checkbox"/>
	REED	EZELL, Slev	WHITE CAP CONSTRUCTION SUPPLY	6/4/2009				97				<input type="checkbox"/>		<input type="checkbox"/>
5	FARIAS	BIRRUETA, CHIAWANA	ORCHARDS	6/4/2009	6/8/2009		6/10/2009			FTC-Ref to HRC/enhanced screening		<input type="checkbox"/>	6	<input checked="" type="checkbox"/>
5	REED	BIRRUETA, CHIAWANA	ORCHARDS	6/4/2009	6/8/2009		6/10/2009			FTC-Ref to HRC/enhanced screening		<input type="checkbox"/>	6	<input checked="" type="checkbox"/>
5	REED	BIRRUETA, CHIAWANA	ORCHARDS	6/4/2009	6/8/2009		6/10/2009			FTC-Ref to HRC/enhanced screening		<input type="checkbox"/>	6	<input checked="" type="checkbox"/>
5	REED	HERRERA, CROWN ROYAL	ORCHARDS, LLC	6/4/2009	6/8/2009		6/15/2009			Complainant withdrew		<input type="checkbox"/>	11	<input checked="" type="checkbox"/>
5	REED	BISIA, Raip	WILLIAMS PLANT SERVICES	6/8/2009	6/10/2009		6/17/2009			Complainant withdrew		<input type="checkbox"/>	9	<input checked="" type="checkbox"/>
	REED	LOREDO, J	SIMON METALS, LLC	6/10/2009	6/10/2009		6/15/2009			FTC-no protected activity/to Safety Compliance		<input type="checkbox"/>	5	<input checked="" type="checkbox"/>
	REED	PEREZ, TA	KADLEC MEDICAL CENTER	6/12/2009	6/18/2009		6/23/2009			referred to I.I.		<input type="checkbox"/>	11	<input checked="" type="checkbox"/>
4	SPRUNGER	1721174 MESSER, D	Instafab	6/12/2009	6/12/2009	6/12/2009		89		referred from OSHA		<input type="checkbox"/>		<input type="checkbox"/>
	REED	Rocifs, Geor	Hogan Transport	6/16/2009	6/24/2009		6/26/2009			FTC-no protected activity/referred to I.I.		<input type="checkbox"/>	10	<input checked="" type="checkbox"/>
5	BUTLER	DURON, Ma	Atkinson Staffing	6/18/2009	6/22/2009		6/22/2009			Complainant Withdrew		<input type="checkbox"/>	4	<input checked="" type="checkbox"/>

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Region	Investigator	Case	Complainant	Employer	Received	Screened	Assigned/ Opened	Admin. Closed	Open	Total # of Days	Disposition	Settlement	Merit?	Total # of Days to Closed	Final?
	REED		THOMPSON	Franz Family Bakery	6/22/2009	7/1/2009		7/23/2009		31	FTC - No Protected Activity		<input type="checkbox"/>		<input checked="" type="checkbox"/>
	REED		ROBINSON	Franz Bakery/U.S. Bakery	6/22/2009	6/30/2009		6/30/2009		8	FTC - no protected activity/forwarded to I.I.		<input type="checkbox"/>		<input checked="" type="checkbox"/>
5	HEBERLIN	172412	MAGNAGH	Con Agra Foods	6/22/2009	6/25/2009	6/26/2009		79				<input type="checkbox"/>		<input type="checkbox"/>
	FARIAS		RUIZ	Santia Zirkle Fruit	6/23/2009	6/23/2009		7/30/2009		37	FTC - No Adverse Action (enhanced screening)		<input type="checkbox"/>		<input checked="" type="checkbox"/>
	REED		VREBLAND	JITTERS Coffee Shop	6/24/2009	6/26/2009		7/8/2009		14	FTC - no protected activity/ref to Safety Compliance		<input type="checkbox"/>		<input checked="" type="checkbox"/>
6	FARIAS	1723350	Merrill, Joe	Spokane Topper	6/24/2009	7/6/2009	7/8/2009		77				<input type="checkbox"/>		<input type="checkbox"/>
	REED		REYNOLDS	Jeff Sherman Rock and Concrete	6/26/2009	6/30/2009		7/1/2009		5	FTC - untimely/def safety compliance		<input type="checkbox"/>		<input checked="" type="checkbox"/>
	REED		ANDERSON	DaVita, People Services, Inc.	6/26/2009	7/1/2009		7/13/2009		17	FTC - Referred to OSHA/Sarbanes-Oxley Act		<input type="checkbox"/>		<input checked="" type="checkbox"/>
2	FARIAS	1723964	BOUVIA, M	Cole Haan	6/26/2009	7/8/2009	7/10/2009		75				<input type="checkbox"/>		<input type="checkbox"/>
	REED		Love, Rebec	Compass Health	6/30/2009	7/1/2009		7/6/2009		6	FTC - Complainant Withdrawn		<input type="checkbox"/>		<input checked="" type="checkbox"/>
	REED		FISHER/MO	Wendy's	6/30/2009	7/17/2009		7/8/2009		8	FTC - no protected activity/referred to HRC		<input type="checkbox"/>		<input checked="" type="checkbox"/>
2	FARIAS	1723717	SCHEINDE	Poleco, Inc.	6/30/2009	7/8/2009	7/13/2009		71				<input type="checkbox"/>		<input type="checkbox"/>
	REED		OWEN, Nic	Western Yacht System, Inc.	7/1/2009	7/2/2009		7/8/2009		7	FTC - untimely		<input type="checkbox"/>		<input checked="" type="checkbox"/>
1	NAVARRRE	1724160	JOHNSON	Forest View Transitional Health	7/2/2009	7/6/2009	7/14/2009		69				<input type="checkbox"/>		<input type="checkbox"/>
	REED		MCCARTH	McLeod Construction	7/9/2009	7/10/2009		7/13/2009		4	FTC - no protected activity		<input type="checkbox"/>		<input checked="" type="checkbox"/>
1	BROWN	1724475	CALPITO, P	Suburban Propane	7/13/2009	7/14/2009	7/15/2009		58				<input type="checkbox"/>		<input type="checkbox"/>

Region	Investigator	Case	Complainant	Employer	Received	Screened	Assigned/ Opened	Admin Closed	Total # of Days Open	Closed	Disposition	Settlement	Merit? to Closed	Total # of Days to Closed	Final?
	REED		BISHOP, Ha	Washington State Parks	7/14/2009	7/15/2009		7/23/2009	9		FTC -no contact		<input type="checkbox"/>	9	<input checked="" type="checkbox"/>
2	NAVARRE, 1724509		LYNNE, Mi	UW-Harborview Medical Center	7/14/2009	7/15/2009	7/16/2009		57				<input type="checkbox"/>		<input type="checkbox"/>
	REED		WATERS,	Hannicuts Inc.	7/15/2009	7/22/2009		8/13/2009			FTC-Seven-day contact letter/no contact		<input type="checkbox"/>	29	<input checked="" type="checkbox"/>
3	SPRUNGER, 1725084		NEIBEL, Jo	Citter Control of Seattle	7/15/2009	7/16/2009	7/20/2009		56				<input type="checkbox"/>		<input type="checkbox"/>
2	BROWN	1724657	HUNSAKE	Mass Electric	7/16/2009	7/17/2009	7/17/2009		55				<input type="checkbox"/>		<input type="checkbox"/>
	REED		COPELAND	Brighwater Treatment Plant	7/23/2009	8/5/2009		8/5/2009			FTC-No protected activity		<input type="checkbox"/>	13	<input checked="" type="checkbox"/>
2	HEBERLIN 1725431		GUADIZ, Vi	NW Truck & Auto Air Conditioni	7/27/2009	7/27/2009	7/28/2009		44				<input type="checkbox"/>		<input type="checkbox"/>
5	FARIAS	1725738	VERMEER,	Intermech Co.	7/28/2009	7/28/2009	7/28/2009		43				<input type="checkbox"/>		<input type="checkbox"/>
5	HEBERLIN 1727148		CATES, Rob	Coast Real Estate Services	7/28/2009	8/11/2009	8/13/2009		43				<input type="checkbox"/>		<input type="checkbox"/>
	REED		SMITH, Kir	The News Group Freight Co.	7/30/2009	8/3/2009		8/7/2009			FTC-referred to OSHA		<input type="checkbox"/>	8	<input checked="" type="checkbox"/>
2	SPRUNGER 1726199		PARKHURS	Schuck's-O'Reilly Automotive	7/31/2009	8/3/2009	8/4/2009		40				<input type="checkbox"/>		<input type="checkbox"/>
4	REED	1726496	GRUMBOIS	Vernie's Pizza/Vern Rohn	8/3/2009	8/6/2009	8/6/2009		37				<input type="checkbox"/>		<input type="checkbox"/>
1	BUTLER		SHVYDKO	Catholic Community Services	8/4/2009	8/5/2009		8/5/2009			FTC-Untimely		<input type="checkbox"/>	1	<input checked="" type="checkbox"/>
	REED		GUFFEY, T	Todd Pacific Shipyards	8/6/2009	8/12/2009		8/19/2009			FTC-Def to OSHA		<input type="checkbox"/>	13	<input checked="" type="checkbox"/>
	REED		HOWARD,	First Choice Restor/G.Rawlings	8/6/2009	8/14/2009		9/1/2009			FTC-no protected activity/ref. to IL		<input type="checkbox"/>	26	<input checked="" type="checkbox"/>
	REED		GONZALEZ	Jake's Development	8/6/2009				34				<input type="checkbox"/>		<input type="checkbox"/>
	REED		ONSLQ, Aut	Bio-Mat USA	8/7/2009	8/27/2009			33		Seven-day letter/due 9/4/09		<input type="checkbox"/>		<input type="checkbox"/>
	REED		GADBOIS,	Bainbridge Isl. Chamber Commer.	8/11/2009	8/12/2009		8/26/2009			FTC-no adverse action		<input type="checkbox"/>	15	<input checked="" type="checkbox"/>

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Region Investigator	Case	Complainant	Employer	Received	Screened	Assigned/ Opened	Admin Closed	Total # of Days Open	Closed	Disposition	Settlement	Merit?	Total # of Days to Closed	Final?
	BUTLER	SCHACHT, River Mountain Village		8/12/2009	8/25/2009			28		seven-day letter/9/1/2009		<input type="checkbox"/>	8	<input type="checkbox"/>
	REED/FARI	WODA, Stef Ben Franklin Transi		8/12/2009	8/13/2009					Closed 8/20 for union; reopened to enhanced screen		<input type="checkbox"/>		<input type="checkbox"/>
	REED	MAXEINER Ashley Furniture		8/13/2009	8/14/2009		9/1/2009			FTC-no protected activity-Ref to II.		<input type="checkbox"/>	19	<input checked="" type="checkbox"/>
3	BROWN	1727510 BETTS, Tra Clallam County		8/11/2009	8/18/2009	8/20/2009		23				<input type="checkbox"/>		<input type="checkbox"/>
	REED	WIGGINS, Express Transport		8/24/2009	8/28/2009		9/1/2009			FTC-no protected activity-ref to OSHA (STAA)		<input type="checkbox"/>	8	<input checked="" type="checkbox"/>
1	NAVARRE	1728300 ROBERSON Advanced Construction		8/24/2009	8/25/2009	8/25/2009		16				<input type="checkbox"/>		<input type="checkbox"/>

EXHIBIT B

WORKPLACE TORTS: RIGHTS AND LIABILITIES

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than the jury's duties.⁸⁵ However, courts are reluctant to play this role, or to have juries do so, in the absence of any statutory, constitutional, administrative agency, or professional standards authority.

§ 3.13 —Limiting Public Policy Sources to Public Interests

In *Foley v. Interactive Data Corp.*,⁸⁶ the California Supreme Court held that a public policy tort is available *only* when the policy concerns implicated by the employer/employee controversy relate to the general public's interest rather than to management of the particular enterprise, and to rights and duties of the particular employee and employer. The Massachusetts Supreme Judicial Court similarly concluded that blowing the whistle over false claims and reports made to other employees of the same employer do not implicate public policy.⁸⁷

§ 3.14 Proving Jeopardy

In addition to establishing the existence of a public policy, the plaintiff also must show how the public policy would be jeopardized if employers are allowed to escape liability for dismissing employees for the conduct in which the plaintiff engaged.⁸⁸ This *jeopardy* element is the second element of the public policy tort.

Proving jeopardy involves proving several subordinate factual propositions:

1. Proving that the plaintiff engaged in particular conduct, such as an act while off duty, protesting employer policy, or refusing an employer order
2. Proving that the conduct demonstrated in step one furthers the public policy asserted, either because the public policy directly promotes the conduct (as in the public policy in favor of jury service), or because the conduct is necessary to effective enforcement of the public

⁸⁵ In *Pierce v. Ortho Pharmaceutical Corp.*, 84 N.J. 58, 76, 417 A.2d 505, 514 (1980), the court declined to draw the inference from the Hippocratic Oath desired by the plaintiff.

⁸⁶ 47 Cal. 3d 654, 765 P.2d 373, 254 Cal. Rptr. 211 (1988).

⁸⁷ *Mello v. Stop & Shop Cos.*, 402 Mass. 555, 524 N.E.2d 105, 108 (1988) (dismissal for complaining about purely internal false claims and false reports does not implicate public policy).

⁸⁸ See § 3.5 for an overview of the three elements of a public policy tort.

policy (as in a public policy against excess consumer loan charges, which depends on vigilance by bank employees). The conduct, of course, must relate to the asserted public policy.⁸⁹

3. Proving that the threat of dismissal will discourage the conduct.

This subdividing of the jeopardy analysis results in a set of inquiries virtually identical to that necessary under most labor and employment statutes. Under the suggested approach, the second step (deciding what kind of conduct is necessary to further the public policy) is analogous to defining the "protected conduct" concept under § 7 of the National Labor Relations Act⁹⁰ and other statutes protecting employees in engaging in defined conduct.⁹¹ The first substep under the jeopardy analysis is to decide if the employee's actual conduct fell within the defined protected conduct. The third substep is to decide if the threat of dismissal is likely to discourage employees from engaging in similar conduct in the future. The answer to the third question almost always will be "yes."

Ordinarily, plaintiffs have no great difficulty proving that they engaged in the conduct alleged or refused to engage in conduct requested by the employer.⁹²

The jeopardy element of public policy tort is conceptually distinct from the clarity element. One can postulate a policy—for example, a policy against using enriched flour in bakery products—and have perfect facts on the jeopardy element. One would, however, fail the clarity element, because there is no policy against using enriched flour. Conversely, one can have a perfect clarity argument—for instance, a policy against securities fraud—but have a weak jeopardy argument, because of the elaborate administrative enforcement procedures under the securities statutes. In *Wiskotoni v. Michigan National Bank West*,⁹³ the court recognized the distinction, articulating the jeopardy factor separately from the clarity factor. The issue was whether public policy was jeopardized by dismissing an employee for being subpoenaed by a grand jury.

The jeopardy analysis can be illustrated by worker's compensation and jury duty cases. The public policy involved in public policy torts based on worker's compensation statutes is the statutory policy in favor of workers

⁸⁹ See *Guy v. Travenol Laboratories, Inc.*, 812 F.2d 911, 916 (4th Cir. 1987) (comprehensive enforcement scheme of federal Food, Drug, and Cosmetic Act makes it unnecessary to recognize public policy tort to further policy of act).

⁹⁰ 29 U.S.C. § 157 (1988).

⁹¹ See H. Perritt, *Employee Dismissal Law and Practice* §§ 2.15-2.24 (John Wiley & Sons, 2d ed. 1987).

⁹² Of course, the plaintiff also must show employer knowledge of conduct to have a plausible motive argument. See §§ 3.19-3.20 regarding proof of motive.

⁹³ 716 F.2d 378, 388 (6th Cir. 1983) (Michigan law).

receiving compensation for work-related injuries. If employers are allowed to terminate employees who file worker's compensation claims, filing of claims and therefore receipt of compensation will be discouraged, and the purpose of the statute jeopardized. In jury duty cases, the public policy is to have a cross-section of the citizenry serve on juries. If employers are allowed to terminate their employees for serving on juries, the policy in favor of having all groups represented on juries will be jeopardized.⁹⁴

Suppose the plaintiff alleges that she was fired for protesting accounting irregularities. She will have established a public policy in favor of integrity and accuracy in corporate recordkeeping, the clarity element of the formula. The first element is no different from a worker's compensation or jury duty case; statutes, constitutional provisions, or the common law can be the source of the public policy.⁹⁵ The jeopardy analysis is a bit different, however. She must also establish that if employees were effectively discouraged from protesting accounting irregularities, this would jeopardize the public policy. To make this showing, she must argue that other means for promoting the policy, such as regulatory requirements for audits, criminal penalties, and rights of shareholders and creditors to maintain private civil actions, are inadequate. In *Bowman v. State Bank*,⁹⁶ the court concluded that permitting employers to dismiss employees for claiming that proxy statements violated state securities laws would chill the freedom of shareholder decisionmaking protected by the securities laws.

A similar jeopardy analysis was at work in *Townsend v. L.W.M. Management, Inc.*,⁹⁷ in which the court approved a common law tort claim for a dismissal associated with a polygraph examination, reasoning that criminal prosecution under the polygraph statute giving rise to the public policy is discretionary with the prosecutor, and therefore less than a complete remedy for the employee dismissed in violation of the statutory policy. *Guy v. Travenol Laboratories, Inc.*⁹⁸ is a counterexample. The court found that the comprehensive enforcement scheme of the federal Food, Drug and Cosmetic Act made it unnecessary to recognize public policy tort to further the policy of that act.

When employers fire employees for refusing to violate specific statutory prohibitions, the jeopardy analysis proceeds from the proposition that permitting such dismissals would encourage conduct in violation of the

⁹⁴ Nonemployees would not be discouraged from serving on juries, so whether jeopardy is shown depends on the framing of the public policy as having a cross-section of citizens on juries, as opposed to having an adequate number of jurors.

⁹⁵ See §§ 3.8-3.13.

⁹⁶ 229 Va. 534, 331 S.E.2d 797 (1985).

⁹⁷ 64 Md. App. 55, 494 A.2d 239, 244 (1985).

⁹⁸ 812 F.2d 911, 916 (4th Cir. 1987).

statute. This is precisely the analysis used by the Indiana Supreme Court in *McClanahan v. Remington Freight Lines, Inc.*,⁹⁹ in recognizing a public policy tort claim for an employee fired for refusing to drive an overweight truck in violation of state law. Section 3.18 explores a more restrictive view of the public policy tort, in which jeopardy cannot be shown unless a direct grant of right or imposition of duty on the employee is violated.

When the plaintiff fails to match the conduct with the public policy, no jeopardy can be shown. This occurs, for example, in cases involving dismissal for workplace injuries compensable under the worker's compensation system rather than dismissals for filing worker's compensation claims.¹⁰⁰

§ 3.15 — When Administrative Remedies Exist

When the statute allegedly supplying the public policy provides administrative remedies, the jeopardy element for the plaintiff is much weakened.¹⁰¹ The jeopardy element is difficult to satisfy when the public policy is drawn from a labor statute that provides its own enforcement mechanisms.¹⁰² A major exception is *Wheeler v. Caterpillar Tractor Co.*,¹⁰³ in which the Illinois Supreme Court permitted a public policy tort claim to be based on the federal nuclear safety statute, even though that statute contains an explicit whistleblower protection provision enforced by the Secretary of Labor. The court was motivated, in major part, by the unavailability of punitive damages under the administrative scheme.

⁹⁹ 517 N.E.2d 390, 393 (Ind. 1988).

¹⁰⁰ See *Yoho v. Triangle PWC, Inc.*, 336 S.E.2d 204 (W. Va. 1985) (no violation of public policy to terminate seniority after absence related to workplace injury).

¹⁰¹ See *Kofoid v. Woodard Hotels, Inc.*, 78 Or. App. 283, 716 P.2d 771, 774 (1986) (distinguishing preemption from nonexistence of tort claim because societal interests adequately protected by statutory procedure; no public policy tort claim for sex discrimination); *Atkins v. Bridgeport Hydraulic Co.*, 5 Conn. App. 643, 501 A.2d 1223, 1226 (1985) (public policy against age discrimination adequately enforceable through statutory remedies; no independent public policy tort exists); *Welch v. Brown's Nursing Home*, 20 Ohio App. 3d 15, 484 N.E.2d 178, 180 (1985) (availability of administrative remedies for retaliation based on complaint of nursing home violations precluded common law action); *Murray v. Commercial Union Ins. Co.*, 782 F.2d 432 (3d Cir. 1986) (no public policy tort claim for age discrimination; Pennsylvania administrative remedies are exclusive).

¹⁰² See *Lapinad v. Pacific Oldsmobile-GMC, Inc.*, 679 F. Supp. 991, 993 (D. Haw. 1988) (no public policy claims under Hawaii law for sexual harassment covered by Title VII, because no need to supplement statutory enforcement scheme with common law protection).

¹⁰³ 108 Ill. 2d 502, 485 N.E.2d 372 (1985), cert. denied, 475 U.S. 1122 (1986).