

Notice: This decision may be formally revised before it is published in the District of Columbia Register. Parties should promptly notify this office of any errors so that they may be corrected before publishing the decision. This notice is not intended to provide an opportunity for a substantive challenge to the decision.

**Government of the District of Columbia
Public Employee Relations Board**

	)	
In the Matter of:	)	
	)	
American Federation of State, County and	)	
Municipal Employees, District Council 20	)	
	)	PERB Case No. 25-CU-01
Petitioner	)	
	)	Opinion No. 1927
and	)	
	)	
D.C. Department of Aging and	)	
Community Living	)	
	)	
Respondent	)	
	)	

DECISION AND ORDER ON COMPENSATION UNIT DETERMINATION

I. Statement of the Case

On August 22, 2025, the American Federation of State, County and Municipal Employees, District Council 20 (AFSCME) and the District of Columbia Department of Aging and Community Living (DACL) filed a joint motion for compensation unit determination (Petition), requesting the Board determine the appropriate compensation unit for a bargaining unit at DACL.¹

For the reasons stated herein, the Board grants the Petition, assigning all employees in the bargaining unit to Compensation Unit 1.

II. Background

AFSCME, District Council 20 is the certified, exclusive representative for a bargaining unit described as:

All professional and non-professional employees employed by the District of Columbia Department of Aging and Community Living, excluding all management officials, supervisors, confidential employees, employees who are covered by another union's

¹ Pursuant to Board Rule 504.4, DACL posted a notice of the Petition for fourteen (14) consecutive days. The Board did not receive any comments regarding the notice.

certification, employees engaged in personnel work other than in a purely clerical capacity, and employees engaged in administering the provisions of Title XVII of the District of Columbia Comprehensive Merit Personnel Act of 1978, D.C. Law 2-139.²

III. Discussion

The parties request that the bargaining unit be placed in Compensation Unit 1 in keeping with previous compensation unit determinations under the same occupational codes of positions, pay plan and retirement system. The parties have jointly stipulated that the position classifications fall within the broad occupational groups already included in Compensation Unit 1.³

Consistent with the language of D.C. Official Code § 1-617.16(b),⁴ the Board recognizes a two-part test to determine an appropriate compensation unit for purposes of negotiations: (1) whether the employees of the proposed unit comprise broad occupational groups; and (2) whether the proposed unit minimizes the number of different pay systems or schemes.⁵

Compensation Unit 1 is described as:

[A]ll career service, professional technical, administrative and clerical employees who currently have their compensation set in accordance with the District Service (DS) Schedule and who come within the personnel authority of the Mayor of the District of Columbia, the Board of Trustees of the University of the District of Columbia, and the District of Columbia Board of Library Trustees, except physician [*sic*] employed by the Department of Human Services and the Department of Corrections and Registered Nurses employed by the Department of Human Services.⁶

The bargaining unit is comprised of approximately ninety-seven (97) employees in at least twenty-three (23) different positions at DACL. The first statutory requirement that the employees consist of a broad range of occupational groups has been satisfied. As the parties have requested the bargaining unit's placement in a single compensation unit, the Board finds that the placement of all bargaining unit employees into Compensation Unit 1 is appropriate to minimize the number of different pay systems or schemes in the District. Therefore, the second statutory requirement has been satisfied.

² *AFSCME, District 20 and DACL*, Certification No. 175, PERB Case No. 24-RC-04 (2025).

³ Petition at 3.

⁴ D.C. Official Code § 1-617.16(b) states, “[i]n determining an appropriate bargaining unit for negotiations concerning compensation, the Board shall authorize broad units of occupational groups so as to minimize the number of different pay systems or schemes. The Board may authorize bargaining by multiple employers or employee groups as may be appropriate.”

⁵ *AFSCME, District Council 20, Local 2401 and DCPS*, 59 D.C. Reg. 4954, Slip Op. No. 962 at 3, PERB Case No. 08-CU-01 (2009).

⁶ Office of Labor Relations and Collective Bargaining, *OLRCB Compensation Units 1 and 2* (October 6, 2025, 9:44 PM), <https://olrcb.dc.gov/node/448232>.

For the foregoing reasons, the Board grants the Joint Petition for Compensation Unit Determination, placing the bargaining unit employees into Compensation Unit 1.

ORDER

IT IS HEREBY ORDERED THAT:

1. The Joint Petition for Compensation Unit Determination is granted;
2. The following employees are placed in Compensation Unit 1:

All professional and non-professional employees employed by the District of Columbia Department of Aging and Community Living, excluding all management officials, supervisors, confidential employees, employees who are covered by another union's certification, employees engaged in personnel work other than in a purely clerical capacity, and employees engaged in administering the provisions of Title XVII of the District of Columbia Comprehensive Merit Personnel Act of 1978, D.C. Law 2-139; and

3. Pursuant to Board Rule 559.1, this Decision and Order is final upon issuance.

BY ORDER OF THE PUBLIC EMPLOYEE RELATIONS BOARD

By vote of Board Chairperson Douglas Warshof and Members Renee Bowser, Mary Anne Gibbons and Peter Winkler.

October 16, 2025
Washington, D.C.

APPEAL RIGHTS

Pursuant to Board Rule 559.2, a party may file a motion for reconsideration, requesting the Board reconsider its decision. Additionally, a final decision by the Board may be appealed to the District of Columbia Superior Court pursuant to D.C. Official Code §§ 1-605.2(12) and 1-617.13(c), which provides 30 days after a decision is issued to file an appeal.