

All non-supervisory WG employees of the Buildings and Grounds Department of the District of Columbia Public Library, excluding management executives, supervisory employees, and any employees engaged in personnel work in other than a purely clerical capacity.²

The Department of Buildings and Grounds was later changed to the Facilities Management Department.³ The Petition proposes modifying the current description to read as follows:

All non-supervisory WG employees of the District of Columbia Public Library, excluding management executives, supervisory employees, and any employees engaged in personnel work in other than a purely clerical capacity.⁴

AFSCME argues that “[r]ather than memorializing another department name that could change, the Union proposes to modify the certification to reflect that the Union represents all non-supervisory wage grade employees of DCPL which is true.”⁵

III. Discussion

Under Board Rule 505.1(c), bargaining unit modification may be sought to delete classifications that are no longer in existence or that, by virtue of changed circumstances, are no longer appropriate to the established unit. Section 1-617.09(a) of the Comprehensive Merit Personnel Act (CMPA) provides that a petition for unit modification requires a properly supported request from a labor organization and will only be granted if the proposed modification “promotes effective labor relations and efficiency of agency operations.”

The Board finds that the requested amendment removes obsolete language and ensures comprehensive bargaining unit coverage, thereby promoting effective labor relations and the efficiency of DCPL operations.

IV. Conclusion

For the reasons stated, the Board grants the Petition and modifies the bargaining unit as described in the Order.

² Petition at 1.

³ Petition at 2.

⁴ Petition at 2.

⁵ Petition at 2.

ORDER

IT IS HEREBY ORDERED THAT:

1. The Petition is hereby Granted.
2. The unit of employees at the District of Columbia Public Library represented by the American Federation of State, County and Municipal Employees, District Council 20 is described as follows:

All non-supervisory WG employees of the District of Columbia Public Library, excluding management executives, supervisory employees, and any employees engaged in personnel work in other than a purely clerical capacity.

3. The modified bargaining unit description is set forth in Certification No. 177.
4. 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.

December 18, 2025

Washington, D.C.