

GOVERNMENT OF THE DISTRICT OF COLUMBIA
PUBLIC EMPLOYEE RELATIONS BOARD

In the Matter of:

The American Federation of Government
Employees, Local 3871,

Petitioner,

and

The District of Columbia Office of
Labor Relations and Collective
Bargaining (on behalf of the Depart-
ment of Administrative Services),

Agency.

PERB Case No. 86-R-02
Opinion No. 148

DECISION AND ORDER

On May 13, 1986, the American Federation of Government Employees, Local 3871 (AFGE) filed a Recognition Petition with the Public Employee Relations Board (Board) seeking exclusive representation in terms and conditions bargaining for a proposed unit of all employees in the Document Distribution Branch (mail room), Office of Information Resources Management of the Department of Administrative Services (DAS). AFGE requested that the Board incorporate by reference its description of the unit in a Recognition Petition which it filed with the Board on August 5, 1986. (This Petition, in Case No. 85-R-11, was withdrawn, without prejudice to refile, on November 27, 1985). There are approximately twelve (12) employees in the proposed unit and they are not represented by any other labor organization. AFGE submitted a showing-of-interest from nine of the twelve employees or 75% of the proposed unit. Because of this majority showing-of-interest, AFGE requested that a representation election be waived as permitted under Board Rules 102.1 and 102.2.

Notices of the Petition were posted at all employee work sites, in accordance with Rule 101.11 on May 19, 1986. There were no intervenors.

On June 9, 1986, the Office of Labor Relations and Collective Bargaining (OLRCB), on behalf of DAS, provided the Board with an alphabetical listing of employees in the proposed unit.

OLRCB contends that the establishment of the unit would cause unnecessary fragmentation of the existing unit structure in DAS because AFSCME, Local 2096, already represents a unit of 17 telephone operators in the Communications Division. Moreover, OLRCB asserts that the establishment of the unit would not

promote effective labor relations and the efficiency of agency operations.

With respect to the Petition, OLR CB contends that it is defective because it contains an overbroad unit description and even if the alleged defect is corrected, the proposed unit is inappropriate for the reasons stated supra.

The issue before the Board is whether the proposed unit is appropriate for collective bargaining concerning the terms-and-conditions of employment of the employees in the proposed unit.

DAS is a recently created city agency established on March 2, 1984 to provide centralized logistical support to other departments and agencies. It has a Communications Division which has three branches within it: (1) Document Distribution Branch (mail room), (2) Telephone Operator Branch and (3) Telephone Billing Branch. The Communications Division is administered by a chief and his deputy. Each branch has its own supervisors. The employees in the Telephone Operators Branch are represented by AFSCME, Local 2096. Employees in the other branches are not represented by any labor organization.

The Communications Division is a unit within the Information Resources Management Administration, which employs approximately 65 employees throughout its divisions and branches.

The Board has reviewed the Petition and objections to it and finds that the employees in the Document Distribution Branch have a sufficient community of interest to establish the unit as proposed. Although some of the employees in the unit are on the District Service pay schedule, and others are on the Wage Grade pay schedule all employees have similar hours, work supervision, fringe benefits and working conditions. Since these employees have a separate work site, distinct supervisors and a separate branch, establishment of the unit does not appear to hamper the efficiency of the DAS's operation. Moreover, since one of the three groups of employees within the Communications Division is currently represented by a labor organization, the establishment of this unit in the Document Distribution Branch cannot be said to fragment the existing unit structure of the Division.

Decision and Order
Case No. 86-R-02
Opinion 148
Page 3

OLRCB's contentions that the unit description as stated in the Petition is overbroad is addressed by the Board's having incorporated by reference the narrower unit description set forth in the earlier Petition filed by Local 3871. (PERB Case No. 85-R-11)

Accordingly, the proposed unit is appropriate for collective bargaining concerning the terms-and-conditions of employment.

O R D E R

IT IS ORDERED THAT:

A representation election is authorized pursuant to Section 102 of the Interim Rules of the Board to determine whether the eligible employees of the unit described in the Petition wish to be represented by the American Federation of Government Employees, Local 3871 or no union in collective bargaining concerning the terms-and-conditions of their employment.

BY ORDER OF THE PUBLIC EMPLOYEE RELATIONS BOARD
March 19, 1987