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

In the Matter of:	)	
American Federation of Government Employees, AFL-CIO	)	
and	)	PERB Case No. 04-CU-02
Office of the City Administrator, Mayor's Citywide Call Center,	)	Opinion No. 1375
Petitioners.	)	

**DECISION ON COMPENSATION UNIT DETERMINATION**

In this matter the Public Employee Relations Board ("Board") issued an order that granted a "Joint Petition for Compensation Unit Determination for Newly Certified Bargaining Unit" ("Joint Petition"), noting that a decision would follow. *Am. Fed'n of State, County & Mun. Employees and Office of the City Adm'r*, Slip Op. No. 747, PERB Case No. 04-CU-02 (May 17, 2004). The Board's decision and the reasons therefor are as follows.

On October 9, 2003, the American Federation of Government Employees, AFL-CIO, and the Office of the City Administrator, Mayor's Citywide Call Center ("Petitioners") filed a Joint Petition seeking a determination concerning the appropriate unit for the purpose of compensation negotiations for a unit of customer service specialists employed by the Office of the City Administrator, Mayor's Citywide Call Center ("Mayor's Call Center"). Specifically, the Petitioners sought a determination concerning the appropriate compensation unit<sup>1</sup> for the employees ("Employees") in the following certified bargaining unit:

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<sup>1</sup> Labor organizations are initially certified by the Board under the Comprehensive Merit Personnel Act (CMPA) to represent units of employees that have been determined to be appropriate for purpose of non-compensation terms-and-conditions bargaining. Once this determination is made, the Board then determines the compensation unit in which these employees should be placed. Unlike the determination of a terms-and-conditions unit, which is governed by criteria set forth under D.C. Code § 1-617.09, unit placement for purpose of authorizing collective bargaining over compensation is governed by D.C. Code § 1-617.16(b).

All customer service specialists employed by the Office of the City Administrator, Mayor's City Wide Call Center, excluding management officials, supervisors, confidential employees, employees engaged in personnel work in other than 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.

(Joint Petition at para. 1).

The Joint Petition averred that the appropriate compensation unit placement for the Employees was Compensation Unit 1.<sup>2</sup> A notice concerning the Joint Petition was posted. The notice solicited comments concerning the appropriate compensation unit placement for the Employees. No comments were received.

The Board has authorized and established compensation units pursuant to D.C. Code section 1-617.16(b), which provides: "In 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." This provision establishes a two-part test to determine an appropriate compensation unit: (1) the employees of the proposed unit comprise broad occupational groups; and (2) the proposed unit minimizes the number of different pay systems or schemes. *AFSCME, D.C. Council 20, Local 2401 v. D.C. Pub. Schs.*, 59 D.C. Reg. 4954, Slip Op. No. 962 at p. 3, PERB Case No. 08-CU-01 (2009).

The first prong of the test is met. Compensation Unit 1 is comprised of a broad group of employees who come under the Mayor's personnel authority, possess certain general skills, and who currently have their compensation set in accordance with the District Service Schedule. In addition, the second prong of the test is fulfilled as the Employees share a pay system with other employees who are currently in Compensation Unit 1, and placing the Employees in that unit does not increase the number of different pay systems or schemes.

For the foregoing reasons, the Board grants the Joint Petition for Compensation Unit Determination and places the above-referenced Employees in Compensation Unit 1.

**BY ORDER OF THE PUBLIC EMPLOYEE RELATIONS BOARD**  
Washington, D.C.

March 21, 2013

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<sup>2</sup> Compensation Unit 1 consists of all District Service career service professional, technical, administrative and clerical employees.

**CERTIFICATE OF SERVICE**

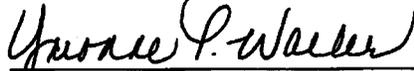
This is to certify that the attached Decision in PERB Case No. 04-CU-02 was served via U.S. Mail to the following parties on this the 21st day of March 2013:

Johnnie Walker  
National Representative  
AFGE District 14  
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**VIA U.S. MAIL**

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**VIA U.S. MAIL**



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Yvonne P. Waller  
Administrative Officer