

Medical and dental interns, residents and fellows who are being paid by the District of Columbia General Hospital pursuant to an educational program in which they are scheduled to be or are on the payroll at DCGH for at least six (6) months during a residency year, and additionally all interns, residents, and fellows in the Obstetrics/Gynecology Department who are being paid by DCGH. Excluded are all other interns, residents and fellows who are on the payroll of DCGH for less than six (6) months during a residency year. Also excluded are management officials or 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 Government Comprehensive Merit Personnel Act of 1978, as amended.

An appropriate unit for purposes of collective bargaining, according to D.C. Code Section 1-618.9(a), is one in which employees share a community of interest, including "certain interests such as skills, working conditions, common supervision, physical location, organization structure, distinctiveness of functions performed and the existence of integrated work processes." The record in this matter, derived from three days of testimony, shows that the employees in the unit sought are all on the same payroll system, are supervised by attending physicians, that the required skills and education are essentially the same, and hours of work are similar. The employees in the unit work at the same location (DCGH), all housestaff receive the same benefits, and are subject to DCGH rules and regulations. DCGH has a role in the evaluation process and the DCGH grievance procedure is utilized. There is no claim that the unit will not promote effective labor relations and the efficiency of agency operations. The proposed unit thus meets the statutory criteria set forth in D.C. Code Section 1-618.9(a) and is therefore appropriate for purposes of collective bargaining over terms and conditions of employment.

Having concluded its investigation and review of the record in the matter, the Board finds that, in accordance with D.C. Code Section 1-618.9(a), a community of interest exists among employees in the proposed unit and that the unit will promote effective labor relations and the efficiency of agency operations. Therefore, the Board concludes that the above-described unit meets the requirements for an appropriate unit for collective bargaining over terms and conditions of employment and directs that an election should

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be held to determine the will of the eligible employees concerning representation in collective bargaining with DCGH.

ORDER

IT IS ORDERED THAT:

An election be held pursuant to Section 102 of the Interim Rules of the Board to determine whether the employees in the unit described above wish to be represented by CIR, or not, for purposes of collective bargaining.

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

November 8, 1989