



**Decision on Unit Determination  
and Direction of Election  
PERB Case No. 98-RC-03  
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The unit sought by AFSCME is as follows:

"All non-professional employees employed by the D.C. Department of Human Services under the Management Support Services, Office of Information Systems; excluding management officials, supervisors, confidential employees, 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."

D.C. Code § 1-618.9(a) requires that a community of interest exist among employees for a unit to be found appropriate by the Board for collective bargaining over terms and conditions of employment. An appropriate unit must also promote effective labor relations and efficiency of agency operations.

Our review of the Petition, attached exhibits and the Response reveals the following concerning the proposed unit. The unit currently consists of the following employee positions: computer programmers, computer operators, system analysts, system programmers, computer information specialists, account technicians and clerical employees. They all share a common organizational structure and mission within the Department of Human Services. No other labor organization represents these employees. There is no collective bargaining agreement in effect covering any of these employees.

In view of the above, sufficient factors exist for the Board to find that these employees meet the Comprehensive Merit Personnel Act's community of interest criteria, as codified under D.C. Code § 1-618.9(a), for finding an appropriate unit. OLRCB does not contend that the unit of employees that share a community of interest and a common purpose and mission would impede effective labor relations and efficiency of agency operations within DHS. Therefore, we so find. See, e.g., American Federation of State, County and Municipal Employees, D.C. Council 20, AFL-CIO and Commission on Mental Health Services, Dept of Human Services, 38 DCR 5039, Slip Op. No. 278, PERB Case No. 90-R-01 (1991).

To resolve the question of representation, the Board orders that an election be held to determine the will of the eligible employees in the unit described above regarding their desire to be represented by AFSCME for purposes of collective bargaining with DHS on compensation and other terms and conditions of employment. Employees shall indicate their choice on ballots as to whether they desire to be represented for bargaining on

**CERTIFICATE OF SERVICE**

This is to certify that the attached Decision on Unit Determination and Direction of Election in PERB Case No. 98-RC-03 was sent via facsimile and/or mailed (U.S. Mail) to the following parties on the 9th day of November, 1998.

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Namsoo M. Dunbar  
Deputy Executive Director

compensation and other terms and conditions of employment by AFSCME.

**ORDER**

**IT IS HEREBY ORDERED THAT:**

1. The following unit is an appropriate unit for collective bargaining over terms and conditions of employment:

"All non-professional employees employed by the D.C. Department of Human Services under the Management Support Services, Office of Information Systems; excluding management officials, supervisors, confidential employees, 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. Furthermore, an election shall be held in accordance with the provisions of D.C. Code Sec. 1-618.10 and Sections 510-515 of the Rules of the Board to determine whether or not all eligible employees desire to be represented for bargaining on compensation and other terms and conditions of employment by the American Federation of State, County and Municipal Employees, D.C. Council 20, Local 2401, AFL-CIO.

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

November 9, 1998