

December 13, 1972

Case No. 3R002

To: Mr. Donald H. Weinberg
Chief, Pay Systems and
Labor Relations Division
D. C. Government

Ms. Beverly Crawford
National Representative
American Federation of Government
Employees (AFL-CIO)

CERTIFICATION OF REPRESENTATIVE

Please be advised that the D. C. Board of Labor Relations has considered and approved the recommendation of Mr. Weinberg in his memorandum of May 22, 1972, for clarification of recognition held by Local 631, American Federation of Government Employees (AFL-CIO) at the D. C. General Hospital. The approval of this recommendation is subject to the posting requirements set forth herein.

The Board, hereby, does certify and grant to Local 631, American Federation of Government Employees (AFL-CIO) exclusive recognition for a unit of:

Employees of the D. C. General Unit, Building and Grounds Management Section, Administrative Services Division, under the Associate Director of Administration of the Department of Public Health.

Non-supervisory, non-managerial employees in the Maintenance Section of the D. C. General Hospital Branch and the Central Support Branch, Administrative Services Division, Department of Human Resources.

This certification shall become effective after this notice has been posted at the work place of the employees for ten consecutive days: Provided, that no objections to the unit are received from any other labor organization.

By Order of the D. C. Board of Labor Relations

Bruce I. Waxman,
Executive Director

cc: Members of the Board
Eugene D. Carstater
Frederick B. Abramson
Charles T. Duncan
John N. Gentry
3R002-Case File
BLR Files

Members of the D. C. Board
of Labor Relations

D. C. Board of
Labor Relations

Bruce I. Waxman, Executive
Director

December 1, 1972

THRU: Willoughby Abner, Chairman

Case No. 3R002

Certification of Exclusive Bargaining Representative

Enclosed is a memorandum from Mr. Donald H. Weinberg to amend the certification held by AFGE Local 631 for hospital maintenance employees of the Administrative Services Division, Department of Human Resources.

The units involved are:

Present Unit Description:

Employees of the D. C. General Unit, Buildings and Grounds Management Section, Administrative Services Division, under the Associate Director of Administration of the Department of Public Health.

Requested Unit Description:

Nonsupervisory, nonmanagerial employees in the Maintenance Section of the D. C. General Hospital Branch and the Central Support Branch, Administrative Services Division, Department of Human Resources.

Because the purposes of this request are primarily to resolve misunderstandings of several years duration concerning the scope of the bargain and to conform the description of the bargaining unit to the terms of the present structure of the agency, it is recommended that the Board certify the requested amendment of recognition. However, because no notices have been posted concerning the pending request, it is recommended that such notices be posted.

Therefore, if no objections are received from any member of the Board by December 8, 1972, we will proceed to certify AFGE Local 631 as exclusive representative in the requested unit described. The certification will become effective after notice has been posted at the work place of the employees for ten consecutive days, provided that no objections to the unit are received from any other labor organization.

Enclosure

Members of the Board:

Mr. Frederick Abramson
Mr. Eugene Carstater

Mr. Charles Duncan
Mr. John Gentry

Memorandum • Government of the District of Columbia

TO: Willoughby Abner, Chairman
D. C. Board of Labor Relations

FROM: Donald H. Weinberg, Chief
Pay Systems & Labor Relations
Division

Department, Executive Office
Agency, Office: Personnel

Date: October 3, 1972

SUBJECT: Clarification of Recognition at D. C. General Hospital

This is in response to your memorandum of July 17, 1972 requesting certain information relating to the request for clarification of the AFGE bargaining unit at D. C. General Hospital.

1. The attached memorandum prepared by the Department of Human Resources shows the composition of the unit as presently defined and as it would be if the Request is approved by the Board.

The unit will consist of 85 employees: 52 in the D. C. General Branch and 33 in the Central Support Branch. The present recognition encompasses the first group of 52 employees. The unit clarification and amendment of the unit description will bring within the existing exclusive recognition those positions whose inclusion has been uncertain since recognition was originally granted in 1964. It will also assure continued coverage by exclusive recognition for those positions that had been in the D. C. General unit but have been reassigned to the Central Support Branch. There has been no change in the work assignments of any employees as a result of this most recent administrative reorganization.

2. The requested unit description does not include any areas in which another union has exclusive recognition; nor is any other union presently seeking recognition for any unit including these employees.

3. Notices concerning the pending request for clarification have not been posted. The D. C. Director of Personnel directs the posting of notices following requests for exclusive recognition, when the Director has the responsibility to seek agreement on an appropriate unit and also to determine the majority status of the union seeking recognition. These actions occur before a case is submitted to the Board. Here, however, the Request for Clarification and Amendment is before the Board. If the Board believes notices should be posted, it can so order.

4. Approval of the requested unit description does not, in our opinion, require a representation election. There is no question concerning representation of the unit at this time. There has been no challenge regarding the majority status of the recognized labor organization, there is no conflict between labor organizations resulting from reorganizations, and no other union has negotiated for these employees. Indeed, the unit as presently described is covered by a collective bargaining agreement with AFGE which expires on May 1, 1973.

Although appropriateness of the unit is not directly involved in this Request, the requested unit covering the D. C. General Hospital Branch and Central Support Branch is an appropriate unit. All employees perform maintenance work under the direction and supervision of the Administrative Services Division of the Department.

Some of the employees assigned to Central Support, such as electricians, elevator repair mechanics, and refrigeration and air-conditioning repairmen are routinely called upon to perform services at D. C. General and elsewhere in the Department. Other job categories that are listed both in D. C. General and Central Support are assigned to perform work at the hospital or elsewhere as the need for their services develops. Transfers from one group to another can be made freely, with no change in overall supervision.

The Department has continued to have a maintenance group at D. C. General because the amount of maintenance work there demands a full-time staff. As noted earlier, these maintenance employees do not work under the direction or control of D. C. General; in common with maintenance employees in Central Support affected by this request, they receive their assignments from the Administrative Services Division.

For the reasons described here and in the May 22 memorandum, we urge the Board to approve the request for clarification and to amend the unit description accordingly.