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**GOVERNMENT OF THE DISTRICT OF COLUMBIA
PUBLIC EMPLOYEE RELATIONS BOARD**

_____)	
In the Matter of:)	
)	
International Brotherhood of Police)	PERB Case No. 00-RC-01
Officers,)	
)	Opinion No. 638
)	
Petitioner,)	
)	
and)	
)	
District of Columbia Housing Authority,)	
)	
)	
Agency,)	
)	
and)	
)	
Fraternal Order of Police/District of)	
Columbia Housing Authority Labor)	
Committee,)	
)	
Intervenor.)	
_____)	

DECISION AND ORDER

On March 22, 2000, the International Brotherhood of Police Officers (IBPO) filed a *Recognition Petition in the above-captioned proceeding*. IBPO seeks to represent, for purposes of collective bargaining, a unit of unrepresented special police officers, police officers and senior police officers employed by the District of Columbia Housing Authority (DCHA), Police Department. The unit sought by IBPO is as follows:

All special police officers, police officers and senior police officers employed by the District of Columbia Housing Authority, Police Department (DCHA); 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.

IBPO's Petition was accompanied by a: (1) showing of interest ; (2) Roster of Petitioner's Officers; and (3) copy of Petitioner's Constitution and Bylaws. (See Board Rules 502.1(d) and 502.2).

On April 28, 2000, DCHA submitted comments concerning IBPO's Petition. DCHA challenged IBPO's showing of interest submission. Specifically, DCHA claimed that the Petitioner did not have the required number of signatures. However, the Board determined that IBPO met the showing of interest requirement of Board Rule 502.2. Also, DCHA asserted that the proposed unit is appropriate as long as it does not include sergeants. A review of IBPO's Petition reveals that the proposed unit does not include sergeants. In view of the above, DCHA's claims lacked merit. As a result, on May 17, 2000, the Board issued Notices concerning the Petition. The Board directed that the Notices be conspicuously posted at DCHA for 15 consecutive days. The Notices required that requests to intervene and/or comments be filed in the Board's office no later than June 20, 2000. DCHA confirmed that the Notices had been posted accordingly.

Board Rule 502.2 provides in pertinent part that, a "petition for exclusive recognition shall be accompanied by proof, not more than one (1) year old, that at least thirty percent (30%) of the employees in the proposed unit desire representation by the Petitioner." The authorization cards submitted by IBPO satisfy the showing of interest requirement of Board Rule 502.2.

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.

A review of the Petition and attached exhibits reveals that the proposed unit consists of the following employee positions: special police officers, police officers and senior officers. All police officers at DCHA share a common mission. In addition, these employees share common oversight by, the same organizational sub-component of DCHA (i.e. DCHA Police Department).

In view of the above, we believe that sufficient factors exist for the Board to find that these employees share a community of interest. A unit consisting of employees that share a common mission with respect to one of DCHA's organizational sub-components would, in the Board's view, promote effective labor relations and efficiency of agency operations.

On June 12, 2000, the Fraternal Order of Police/District of Columbia Housing Authority Labor Committee (FOP) filed a "Petition to Intervene". FOP is seeking to represent the same unit as described above. FOP's Petition was timely and satisfied the "showing of interest" requirements of Board Rule 502.8. As a result, we grant FOP's Petition to Intervene. There were no other requests to intervene or objections filed in response to any of the Petitions.

Regarding the question of representation, the Board finds that an election should be held to determine the will of the eligible employees (in the unit described above), regarding their desire to be represented for purpose of collective bargaining with DCHA.

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ORDER

IT IS HEREBY ORDERED THAT:

A mail ballot election shall be held in accordance with the provisions of D.C. Code Sec. 1-618.10 and Board Rules 510-515, in order to determine whether or not all eligible employees desire to be represented for purposes of collective bargaining on compensation and terms and conditions of employment, by either the International Brotherhood of Police Officers or the Fraternal Order of Police/District of Columbia Housing Authority Labor Committee.

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

October 4, 2000

CERTIFICATE OF SERVICE

This is to certify that the attached Decision and Order in PERB Case No. 00-RC-01 was transmitted via Fax and U.S. Mail to the following parties on this 4th day of October, 2000.

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