

Notice: This decision may be formally revised within thirty days of issuance before it is published in the District of Columbia Register. Parties should promptly notify this office of any errors so that they may be corrected before publishing the decision. This notice is not intended to provide an opportunity for a party to challenge to the decision.

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

	)	
In the Matter of:	)	
	)	
American Federation of Government	)	
Employees, Local 2978	)	
	)	PERB Case No. 26-RC-01
Petitioner	)	
	)	Opinion No. 1956
and	)	
	)	
District of Columbia Commission on	)	
the Arts and Humanities	)	
	)	
Respondent	)	
	)	

**DECISION AND ORDER ON UNIT DETERMINATION
AND DIRECTION OF ELECTION**

I. Statement of the Case

On November 20, 2025, the American Federation of Government Employees, Local 2978 (AFGE) filed a petition for exclusive recognition and noncompensation unit determination (Petition), seeking to represent the following proposed bargaining unit at the District of Columbia Commission on the Arts and Humanities (CAH):

The proposed bargaining unit is composed of approximately 28 professional and nonprofessional employees of the D.C. Commission on the Arts and Humanities, 200 I Street, SE, Suite 1400, Washington, D.C. 20003, (202) 724-5613. The general classifications of the employees are the following: Arts Learning Coordinator, Public Affairs Specialist, Procurement Analyst, Program Analyst, Resource Allocation Analyst, Grants Management Specialist, Grants Manager, Grants Specialist, Arts Grants Coordinator, Curator, Public Art Coordinator, Graphic Designer, Community Engagement Specialist, Social Media Specialist, Events Coordinator, Program Support Assistant, Grants Associate, Staff Assistant, Assistant Registrar, and Program Support Specialist.¹

¹ Petition at 1-2.

AFGE submitted signed dues authorization cards demonstrating that at least thirty percent (30%) of the employees in the proposed unit desired AFGE's representation, as required under Board Rule 503.2.

On December 23, 2025, CAH filed comments (Comments) in response to the Petition. Pursuant to Board Rule 503.3, the Comments included an alphabetical list of the employees who occupied positions in the proposed unit.²

On January 22, 2026, PERB held an informal conference, at which the parties requested time to negotiate a mutually agreeable proposed unit description. On March 6, 2026, the parties filed a joint motion for an agreed-upon proposed bargaining unit (Joint Motion). The Joint Motion included the following proposed bargaining unit description:

All nonprofessional Career Service employees in the Grant Department, Resource Allocation Department, Public Art Department, Events Department, Communications Department, and Outreach Department within the Commission on the Arts and Humanities, excluding management officials, supervisors, confidential employees, employees engaged in personnel work other than in a purely clerical capacity, and employees engaged in administering the provisions of Title XVII of the District of Columbia Merit Personnel Act of 1978, D.C. Law 2-139.³

On March 25, 2026, as required under Board Rule 503.10, CAH posted a notice which described the proposed unit and provided affected labor organizations with the opportunity to intervene in the instant case. There were no intervenors.

II. Discussion

The Board has established that, pursuant to Board Rule 503.17, an election is necessary for certification of a proposed bargaining unit, unless the agency has notified PERB of its intention to voluntarily recognize the unit.⁴ Here, CAH has declined to voluntarily recognize the unit. Therefore, an election is necessary.

III. Conclusion

An election shall be held to determine whether a majority of eligible employees in the proposed unit desire recognition of AFGE, Local 2978 as their exclusive representative.

² Comments at 1-2.

³ Joint Motion at 1.

⁴ *AFGE, Local 631 and OSSE*, 69 D.C. Reg. 10151, Slip Op. No. 1816 at 5, PERB Case No. 22-RC-01 (2022).

ORDER

IT IS HEREBY ORDERED THAT:

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

All nonprofessional Career Service employees in the Grant Department, Resource Allocation Department, Public Art Department, Events Department, Communications Department, and Outreach Department within the Commission on the Arts and Humanities, excluding management officials, supervisors, confidential employees, employees engaged in personnel work other than in a purely clerical capacity, and employees engaged in administering the provisions of Title XVII of the District of Columbia Merit Personnel Act of 1978, D.C. Law 2-139;

2. An election shall be held in accordance with the provisions of D.C. Official Code § 1-617.10 and Board Rule 510 to determine whether a majority of eligible employees in the uncontested proposed unit desire to be represented for bargaining on terms and conditions of employment by the American Federation of Government Employees, Local 2978 or no union; and
3. Pursuant to Board Rule 559.1, this Decision and Order is final upon issuance.

BY ORDER OF THE PUBLIC EMPLOYEE RELATIONS BOARD

By vote of Board Chairperson Peter Winkler and members Renee Bowser, Mary Anne Gibbons and Douglas Warshof.

April 17, 2026
Washington, D.C.

APPEAL RIGHTS

Pursuant to Board Rule 559.2, a party may file a motion for reconsideration, requesting the Board reconsider its decision. Additionally, a final decision by the Board may be appealed to the District of Columbia Superior Court pursuant to D.C. Official Code §§ 1-605.2(12) and 1-617.13(c), which provides 30 days after a decision is issued to file an appeal.