



Decision on Unit Determination  
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of interest meeting the requirement of Board Rule 502.2; a Roster of Petitioner's officers and a copy of Petitioner's Constitution and Bylaws, as required by Rule 501.1(d).

Notices concerning the Petition were issued on February 13, 1995, for conspicuous posting at DPW in accordance with Board Rule 504.3. The Notice required that requests to intervene or comments be filed in the Board's office not later than March 22, 1995. DPW confirmed in writing that said Notices had been posted.

The unit sought by NAGE is as follows:

"[A]ll nonsupervisory employees of the Department of Public Works, Water and Sewer Utility Administration, Bureau of Sludge Management; excluding all 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 Government Comprehensive Merit Personnel Act of 1978, as amended, D.C. Law 2-139."

D.C. Code Sec. 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 and attached exhibits reveals that the unit currently consists of the following employee positions: weighing machine operator, laborer, sludge/compost management assistants, and compost operations officer. They all interface with each other in support of a common mission within

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<sup>1</sup>(...continued)

exclusive representative of those employees in the Bureau of Waste Water Treatment pursuant to Bureau of Labor Relations Case No. 5R006. AFGE withdrew as an intervenor following NAGE's amendment to the proposed unit, eliminating the Bureau of Waste Water Treatment from the unit description. NAGE's amendment also eliminated professional employees located in the Bureau of Waste Water Treatment from the proposed unit.

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the Water and Sewer Utility Administration, Bureau of Sludge Management component of DPW. Within this common organizational structure, they all share common supervision.

In view of the above, sufficient factors exist for the Board to find that these employees share a community of interest. Such a unit of employees sharing a common purpose with respect to one of DPW's missions would, in our view, promote effective labor relations and efficiency of agency operations.

To resolve the question concerning 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, or not, by NAGE for purposes of collective bargaining with DPW on compensation and other terms and conditions of employment.

**ORDER**

**IT IS HEREBY ORDERED THAT:**

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 terms and conditions of employment by the National Association of Government Employees, Service Employees International Union, AFL-CIO (NAGE).

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

May 19, 1995