



Decision and Order  
Directing an Election  
PERB Case No. 94-R-04  
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accompanied by a showing of interest meeting the requirement of Board Rule 502.2, and 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 June 28, 1994, for conspicuous posting at DCPS for 15 consecutive days. The Notice required that requests to intervene or comments be filed in the Board's office not later than August 2, 1994. DCPS confirmed in writing that said Notices had been posted accordingly.

The unit sought by the Teamsters is as follows:

"All EG-9 Career Placement Specialists employed by the District of Columbia Public Schools; 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 Comprehensive Merit Personnel Act of 1978, 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 the following concerning the proposed unit. Career Placement Specialists do not have a central work place, but they are assigned to common work place environments within common divisions of DCPS, i.e., "in schools with work-age students located in the Regions, Division of Career and Adult Education,

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<sup>1</sup>(...continued)  
represented by any other labor organization.

DCPS did not oppose the Petition, however, it advised the Board that the employee classification of Transitional Coordinator in the proposed unit did not exist. On August 31, 1994, the Teamsters amended their Petition, eliminating Transitional Coordinators from the proposed unit description.

and Division of Special Education and Pupil Personnel Services." (Pet., Exh. F.) They all have the same duties and responsibilities, require the same skills and qualifications, and interface with the same personnel at their respective assigned schools. While the work of each Career Coordinator is supervised by the principals of their assigned schools, this is in conjunction with the supervision they all have in common by the Supervising Director. The technical duties of these employees are accomplished in an independent manner.

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 DCPS' 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 the Teamsters for purposes of collective bargaining with DCPS 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 Teamsters Local Union No. 639 a/w International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, AFL-CIO (Teamsters).

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

September 14, 1994