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

## DECISION AND ORDER

This matter arose as a result of an Unfair Labor Practice Complaint filed with the District of Columbia Public Employee Relations Board (hereafter, "the Board") on November 20, 1980 by Locals 383, 1015, 2737 and 2798 of the American Federation of Government Employees (hereafter, "Complainant"). The Complainant alleged that the Respondent, District of Columbia Department of Human Services, violated Sections 1704(a),(1),(4) and (5) of the District of Columbia Comprehensive Merit Personnel Act of 1978, (hereafter, "CMPA") D.C. Law 2-139 (D.C. Code Section 1-347.4(a) (1), (4) and (5)), by failing to print and distribute copies of the negotiated agreement to employees and failing to provide Complainant with a list of all bargaining unit employees within the thirty (30) day time limitation as agreed.

Respondent admitted the existence of these requirements and time constraints as charged, but denied any violation of the CMPA stating that the Department was in the process of complying and would do so "in a short period of time." Respondent moved, further, to dismiss the Complaint on grounds that the issues raised should be handled through the contractual grievance procedure. Subsequently, Respondent failed to comply with the agreed upon terms for over ninety (90) days after this Complaint was filed with the Board. The Board was able to determine that the Respondent did comply in March, 1981.

After review and deliberation, the Board has determined that there was a clear violation of the CMPA by the Respondent as charged by the Complainant, with injury to Complainant as a consequence. The Board specifically recognizes Respondent's failure to comply for over ninety (90) days after the filing of this Complaint as evidence of Respondent's violation of the CMPA as charged. Since Respondent has now fully complied, though belatedly, the Board determines that no additional remedial action other than that ordered below is now appropriate.

## ORDER

Respondent, Department of Human Services, having committed an Unfair Labor Practice in violation of Sections 1704(a) (1), (4) and (5) of the CMPA (D.C. Code Sections 1-347.4(a) (1), (4) and (5)), injurious to Locals 383, 1015, 2737 and 2798 of the American Federation of Government Employees, AFL-CIO, is directed to post Notices of the Picks's finding of an Unfair Labor Practice in all work locations of members of these bargaining units for a period of fifteen (15) days.

BY ORDER OF THE PUBLIC EMPLOYEE RELATIONS BOARD.

June 1, 1981