

OFFICE OF LABOR RELATIONS AND COLLECTIVE BARGAINING FY 2024 PERFORMANCE PLAN

DECEMBER 1, 2023



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1 OFFICE OF LABOR RELATIONS AND COLLECTIVE BARGAINING

Mission: The mission of the Office of Labor Relations and Collective Bargaining (OLRCB) is to effectively represent the District as the principal management advocate in the administration of a comprehensive labor management program.

Services: Representing management before the Public Employee Relations Board (PERB) in negotiation matters, unit determinations, unfair labor practices, negotiability appeals, arbitration appeals and impasse proceedings; Advising and representing the Mayor and District departments, offices and agencies in matters involving collective bargaining, working conditions and compensation agreements and the impact and effects of changes in conditions of employment; advising the Mayor and District departments, offices and agencies concerning all aspects of labor relations; Developing and presenting cases before third party in mediation and arbitration proceedings; Representing the Mayor on joint labor management committees and work groups; Training labor liaisons, managers, supervisors and management officials concerning their rights and obligations under the Comprehensive Merit Personnel Act (CMPA), applicable collective bargaining agreements (CBAs) and applicable labor law, policies and procedures; and Developing, implementing and administering citywide labor initiatives.

2 2024 OBJECTIVES

Strategic Objective

Work proactively with agencies to mediate, settle, or litigate cases to serve the public interest.

Train labor liaisons and management officials on the Comprehensive Merit Personnel Act (CMPA), collective bargaining agreements (CBAs) and applicable labor law, policies and procedures.

Create and maintain a highly efficient, transparent, and responsive District government.

3 2024 OPERATIONS

Operation Title	Operation Description	Type of Operation

Work proactively with agencies to mediate, settle, or litigate cases to serve the public interest.

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Negotiations	Negotiates collective bargaining agreements in the	Daily Service
	best interest of the public.	
Litigation	Initiates, prosecutes, defends and monitors a wide	Daily Service
	range of litigation activity.	

Train labor liaisons and management officials on the Comprehensive Merit Personnel Act (CMPA), collective bargaining agreements (CBAs) and applicable labor law, policies and procedures.

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4 2024 STRATEGIC INITIATIVES

Title	Description	Proposed
		Completion
		Date

5 2024 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

Key Performance Indicators

Measure	Directionality	FY 2021	FY 2022	FY 2023	FY 2024 Target
Work proactively with agencies to media	te, settle, or liti	gate cases to	o serve the pub	olic interest.	
Percent of litigation matters closed	Up is Better	New in	New in	New in	New in
within 90 days of being opened		2024	2024	2024	2024
Percent of litigation matters closed	Up is Better	New in	New in	New in	New in
within 90 days by administrative dismissal, voluntary withdrawal, or dismissal on the merits in the District's favor		2024	2024	2024	2024
Percent of litigation matters closed	Up is Better	New in	New in	New in	New in
within 90 days that were settled	•	2024	2024	2024	2024
trainings held	up is better	New in 2023	New in 2023	7	4
bargaining agreements (CBAs) and applications Number of agency labor relations	Up is Better	New in	New in	7	4
9		- 0	_		
Number of labor liaison trainings held	Up is Better	New in	New in	4	4
		2023	2023		
Number of Management Supervisory	Up is Better	New in	New in	New in	New in
Service orientation trainings held		2024	2024	2024	2024
Create and maintain a highly efficient, tr	ansparent, and i	responsive D	istrict governr	nent.	
Percent of advisement requests	Up is Better	New in	New in	New in	New in
resolved within 30 days of the request		2024	2024	2024	2024
Percent of Impact & Effect bargaining	Up is Better	New in	New in	New in	New in
matters where the first negotiation		2024	2024	2024	2024
session is held within 30 days of					
receiving the demand					
Percent of collective bargaining	Up is Better	New in	New in	New in	New in
agreement matters where the first	•	2024	2024	2024	2024
negotiation session was held within 60		•		•	

Workload Measures

Measure	FY 2021	FY 2022	FY 2023
Litigation			
Number of Litigation matters	49	40	43
opened	49	40	45
Number of Litigation matters	49	6	4
closed by withdrawal	47	C	4
Number of Litigation matters	New in 2023	New in 2023	6
closed by settlement	110W III 2025	110W III 2025	ŭ
Number of Litigation matters	New in 2022	13	23
closed by dismissal	110111112022	.5	25
Number of Litigation matters	New in 2022	10	1
closed by decision and order			·
Number of Litigation matters	New in 2023	New in 2023	14
closed without litigation			-
Number of Advisements opened	New in 2023	New in 2023	4
Number of Public Employee	New in 2022	9	1
Relations Board matters closed by		•	
decision and order			
Number of Public Employee	New in 2023	New in 2023	10
Relations Board matters opened			
Number of Public Employee	New in 2023	New in 2023	11
Relations Board matters closed			
Negotiations			
Number of Negotiated Employee	17	0	147
Assistance Home Purchase Program			
requests open			
Number of Negotiated Employee	37	0	23
Assistance Home Purchase Program			
requests closed			
Number of Negotiations matters	New in 2023	New in 2023	Not Available
opened			
Number of Negotiations matters	New in 2023	New in 2023	Not Available
closed			