

Office of Labor Relations and Collective Bargaining FY2022

Agency Office of Labor Relations and Collective Bargaining

Agency Code AKO

Fiscal Year 2022

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.

Strategic Objectives

| Objective Number | Strategic Objective |
|------------------|---|
| 1 | Work proactively with agencies to mediate, settle, or litigate cases to serve the public interest. |
| 2 | Provide advice and counsel to the Mayor and District departments, offices and agencies concerning all aspects of labor relations and collective bargaining. |
| 3 | Train labor liaisons and management officials on the Comprehensive Merit Personnel Act (CMPA), collective bargaining agreements (CBAs) and applicable labor law, policies and procedures. |
| 4 | Foster strong relations with labor partner. |
| 5 | Maintain a highly efficient, transparent, and responsive District Government. |

Key Performance Indicators (KPIs)

| Measure | Directionality | FY 2019 Actual | FY 2020 Actual | FY 2021 Actual | FY 2022 Target |
|--|----------------|----------------|----------------|----------------|----------------|
| 1 - Work proactively with agencies to mediate, settle, or litigate cases to serve the public interest. (3 Measures) | | | | | |
| Percent of matters litigated to decision | Up is Better | New in 2022 | New in 2022 | New in 2022 | New in 2022 |
| Percent of matters closed without litigation (withdrawn, dismissed, or settled) | Up is Better | New in 2022 | New in 2022 | New in 2022 | New in 2022 |
| Percent of matters closed (withdrawn, settled, or reached judgement) | Up is Better | New in 2020 | 16.5% | 75.5% | 30% |

Operations

| Operations Title | Operations Description | Type of Operations |
|---|---|--------------------|
| 1 - Work proactively with agencies to mediate, settle, or litigate cases to serve the public interest. (2 Activities) | | |
| Negotiations | Negotiates collective bargaining agreements in the best interest of the public. | Daily Service |
| Litigation | Initiates, prosecutes, defends and monitors a wide range of litigation activity. | Daily Service |
| 2 - Provide advice and counsel to the Mayor and District departments, offices and agencies concerning all aspects of labor relations and collective bargaining. (2 Activities) | | |
| Case Management | Manages labor relations data and information. | Daily Service |
| Contract Administration | Administers collective bargaining contracts and provides the Mayor and District agencies with advice and guidance on the provisions of each collective bargaining agreement applicable to their agency. | Daily Service |
| 3 - Train labor liaisons and management officials on the Comprehensive Merit Personnel Act (CMPA), collective bargaining agreements (CBAs) and applicable labor law, policies and procedures. (1 Activity) | | |
| Training | Citywide Training | Daily Service |

| | | |
|---|---|--------------------|
| Operations Title | Operations Description | Type of Operations |
| 4 - Foster strong relations with labor partner. (1 Activity) | | |
| Engagement and Outreach | Relationship building and collaboration with labor partners . | Daily Service |

Workload Measures (WMs)

| Measure | FY 2019 Actual | FY 2020 Actual | FY 2021 Actual |
|---|----------------|----------------|----------------|
| 1 - Litigation (10 Measures) | | | |
| Number of matters withdrawn | New in 2022 | New in 2022 | New in 2022 |
| Number of matters settled through mediation | New in 2022 | New in 2022 | New in 2022 |
| Number of matters dismissed | New in 2022 | New in 2022 | New in 2022 |
| Number of matters closed by agreement | New in 2022 | New in 2022 | New in 2022 |
| Number of matters closed by litigation decision | New in 2022 | New in 2022 | New in 2022 |
| Number of matters litigated to decision - PERB | New in 2022 | New in 2022 | New in 2022 |
| Number of matters litigated to decision | New in 2022 | New in 2022 | New in 2022 |
| Number of matters litigated to decision - Grievance Arbitration | New in 2022 | New in 2022 | New in 2022 |
| Number of matters settled through attorneys | New in 2022 | New in 2022 | New in 2022 |
| Number of matters opened | New in 2020 | 162 | 49 |
| 1 - Negotiations (3 Measures) | | | |
| Number of LMPC meetings | New in 2022 | New in 2022 | New in 2022 |
| Number of NEAHP requests closed | New in 2022 | New in 2022 | New in 2022 |
| Number of NEAHP requests open | New in 2022 | New in 2022 | New in 2022 |
| 2 - Contract Administration (2 Measures) | | | |
| Number of matters opened - Demands for successor CBA bargaining | New in 2022 | New in 2022 | New in 2022 |
| Number of matters opened - Demands for bargaining over policy changes | New in 2022 | New in 2022 | New in 2022 |
| 4 - Engagement and Outreach (1 Measure) | | | |
| Number of Agency labor management trainings held | New in 2022 | New in 2022 | New in 2022 |

Strategic Initiatives

| Strategic Initiative Title | Strategic Initiative Description | Proposed Completion Date |
|---|---|--------------------------|
| Case Management (1 Strategic Initiative) | | |
| E-Risk Negotiation Integration | OLRCB will digitize all negotiation matters into E-Risk, case management system. This will allow for more up-to-date recordkeeping, allowing OLRCB to quickly address questions regarding the bargaining unit status of employees at agencies thus improving our labor relations. | 09-30-2022 |

| Strategic Initiative Title | Strategic Initiative Description | Proposed Completion Date |
|--|---|--------------------------|
| Training (1 Strategic Initiative) | | |
| ORE Racial Equity Training | OLRCB has a direct line to MSS staff and already offers one mandatory MSS training (onboarding). Given this relationship, OLRCB will promote MSS completion of ORE's Districtwide online racial equity training by: 1) encouraging MSS staff to enroll during their cluster's scheduled offering; and 2) coordinating with DCHR to track MSS training completion by agency. | 09-30-2022 |