

Office of Labor Relations and Collective Bargaining FY2023

Agency Office of Labor Relations and Collective Bargaining

Agency Code AKO

Fiscal Year 2023

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 2020 Actual	FY 2021 Actual	FY 2022 Target	FY 2023 Target
1 - Work proactively with agencies to mediate, settle, or litigate cases to serve the public interest. (3 Measures)					
Percent of matters closed (withdrawn, settled, or reached judgement)	Up is Better	16.5%	75.5%	30%	30%
Percent of matters closed without litigation (withdrawn, dismissed, or settled)	Up is Better	22.1%	78.4%	35%	35%
Percent of matters litigated to decision	Up is Better	New in 2022	New in 2022	New in 2022	35%

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
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 2020 Actual	FY 2021 Actual
1 - Litigation (10 Measures)		
Number of matters settled through mediation	Not Available	Not Available
Number of matters dismissed	Not Available	Not Available

Measure	FY 2020 Actual	FY 2021 Actual
Number of matters closed by agreement	Not Available	Not Available
Number of matters closed by litigation decision	Not Available	Not Available
Number of matters litigated to decision - PERB	Not Available	Not Available
Number of matters litigated to decision	Not Available	Not Available
Number of matters litigated to decision - Grievance Arbitration	Not Available	Not Available
Number of matters settled through attorneys	Not Available	Not Available
Number of matters withdrawn	177	49
Number of matters opened	162	49
1 - Negotiations (3 Measures)		
Number of NEAHP requests closed	16	37
Number of LMPC meetings	584	352
Number of NEAHP requests open	12	17
2 - Contract Administration (2 Measures)		
Number of matters opened - Demands for successor CBA bargaining	Not Available	Not Available
Number of matters opened - Demands for bargaining over policy changes	Not Available	Not Available
4 - Engagement and Outreach (1 Measure)		
Number of Agency labor management trainings held	Not Available	Not Available