

Office of Labor Relations and Collective Bargaining FY2023

Agency Office of Labor Relations and Collective Bargaining

Agency Code AK0

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	Train labor liaisons and management officials on the Comprehensive Merit Personnel Act (CMPA), collective bargaining agreements (CBAs) and applicable labor law, policies and procedures.
3	Maintain a highly efficient, transparent, and responsive District Government.

Key Performance Indicators (KPIs)

Measure	Directionality	FY 2020 Actual	FY 2021 Actual	FY 2022 Target	FY2022 Actual	FY 2023 Target
1 - Work proactively with agencies to mediate, settle, or litigate cases to serve the public interest. (3 Measure records)						
Number of matters closed (withdrawn, settled, or reached judgement)	Neutral	16.5	75.5	30	95	35
Percent of matters closed without litigation (withdrawn, dismissed, or settled)	Up is Better	22.1%	78.4%	35%	45.7%	35%
Number of Litigation matters closed by Decision and Order	Neutral	New in 2022	New in 2022	New in 2022	New in 2023	35
2 - Train labor liaisons and management officials on the Comprehensive Merit Personnel Act (CMPA), collective bargaining agreements (CBAs) and applicable labor law, policies and procedures. (2 Measure records)						
Number of labor liaison training held	Up is Better	New in 2023	New in 2023	New in 2023	New in 2023	4
Number of agency labor relations training held	Up is Better	New in 2023	New in 2023	New in 2023	New in 2023	2

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 Activity records)		
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 - 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

Workload Measures (WMs)

Measure	FY 2020 Actual	FY 2021 Actual	FY2022 Actual
1 - Litigation (12 Measure records)			
Number of Litigation matters closed by settlement	Not Available	Not Available	15
Number of Litigation matters closed by dismissal	Not Available	Not Available	13
Number of Litigation matters closed by decision and order	Not Available	Not Available	10

Measure	FY 2020 Actual	FY 2021 Actual	FY2022 Actual
Number of Public Employee Relations Board matters closed by decision and order	Not Available	Not Available	9
Number of Public Employee Relations Board matters opened	Not Available	Not Available	Not Available
Number of Public Employee Relations Board matters closed	Not Available	Not Available	Not Available
Number of Litigation matters closed without litigation	New in 2023	New in 2023	New in 2023
Number of Advisements opened	New in 2023	New in 2023	New in 2023
Number of Negotiation matters opened	New in 2023	New in 2023	New in 2023
Number of Negotiation matters closed	New in 2023	New in 2023	New in 2023
Number of Litigation matters closed by withdrawal	177	49	6
Number of Litigation matters opened	162	49	40
1 - Negotiations (4 Measure records)			
Number of Negotiations matters opened	New in 2023	New in 2023	New in 2023
Number of Negotiations matters closed	New in 2023	New in 2023	New in 2023
Number of Negotiated Employee Assistance Home Purchase Program requests closed	16	37	0
Number of Negotiated Employee Assistance Home Purchase Program requests open	12	17	0

Strategic Initiatives

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
Litigation (1 Strategic Initiative)		
Case Management	OLRCB will acquire and implement a document management system. This will allow attorney staff to have an improved research and organization tool, it will digitize necessary research documents and templates, and it would provide a stable cloud-based research domain for all staff.	09-30-2023