Office of Labor Relations and Collective Bargaining FY2023

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

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

Key Performance Indicators (KPIs)

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Percent of matters closed (withdrawn, settled, or reached judgement)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Percent of matters closed without litigation (withdrawn, dismissed, or settled)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

Operations

<table>
<thead>
<tr>
<th>Operations Title</th>
<th>Operations Description</th>
<th>Type of Operations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - Work proactively with agencies to mediate, settle, or litigate cases to serve the public interest. (2 Activities)</td>
<td></td>
<td>Daily Service</td>
</tr>
<tr>
<td>Negotiations</td>
<td>Negotiates collective bargaining agreements in the best interest of the public.</td>
<td></td>
</tr>
<tr>
<td>Litigation</td>
<td>Initiates, prosecutes, defends and monitors a wide range of litigation activity.</td>
<td></td>
</tr>
<tr>
<td>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)</td>
<td></td>
<td>Daily Service</td>
</tr>
<tr>
<td>Case Management</td>
<td>Manages labor relations data and information.</td>
<td></td>
</tr>
<tr>
<td>Contract Administration</td>
<td>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.</td>
<td></td>
</tr>
<tr>
<td>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)</td>
<td></td>
<td>Daily Service</td>
</tr>
<tr>
<td>Training</td>
<td>Citywide Training</td>
<td></td>
</tr>
<tr>
<td>4 - Foster strong relations with labor partner. (1 Activity)</td>
<td></td>
<td>Daily Service</td>
</tr>
<tr>
<td>Engagement and Outreach</td>
<td>Relationship building and collaboration with labor partners.</td>
<td></td>
</tr>
</tbody>
</table>

Workload Measures (WMs)

<table>
<thead>
<tr>
<th>Measure</th>
<th>FY 2020 Actual</th>
<th>FY 2021 Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - Litigation (10 Measures)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of matters settled through mediation</td>
<td>Not Available</td>
<td>Not Available</td>
</tr>
<tr>
<td>Number of matters dismissed</td>
<td>Not Available</td>
<td>Not Available</td>
</tr>
<tr>
<td>Measure</td>
<td>FY 2020 Actual</td>
<td>FY 2021 Actual</td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
<td>----------------</td>
<td>---------------</td>
</tr>
<tr>
<td>Number of matters closed by agreement</td>
<td>Not Available</td>
<td>Not Available</td>
</tr>
<tr>
<td>Number of matters closed by litigation decision</td>
<td>Not Available</td>
<td>Not Available</td>
</tr>
<tr>
<td>Number of matters litigated to decision - PERB</td>
<td>Not Available</td>
<td>Not Available</td>
</tr>
<tr>
<td>Number of matters litigated to decision</td>
<td>Not Available</td>
<td>Not Available</td>
</tr>
<tr>
<td>Number of matters litigated to decision - Grievance Arbitration</td>
<td>Not Available</td>
<td>Not Available</td>
</tr>
<tr>
<td>Number of matters settled through attorneys</td>
<td>Not Available</td>
<td>Not Available</td>
</tr>
<tr>
<td>Number of matters withdrawn</td>
<td>177</td>
<td>49</td>
</tr>
<tr>
<td>Number of matters opened</td>
<td>162</td>
<td>49</td>
</tr>
<tr>
<td><strong>1 - Negotiations (3 Measures)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of NEAHP requests closed</td>
<td>16</td>
<td>37</td>
</tr>
<tr>
<td>Number of LMPC meetings</td>
<td>584</td>
<td>352</td>
</tr>
<tr>
<td>Number of NEAHP requests open</td>
<td>12</td>
<td>17</td>
</tr>
<tr>
<td><strong>2 - Contract Administration (2 Measures)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of matters opened - Demands for successor CBA bargaining</td>
<td>Not Available</td>
<td>Not Available</td>
</tr>
<tr>
<td>Number of matters opened - Demands for bargaining over policy changes</td>
<td>Not Available</td>
<td>Not Available</td>
</tr>
<tr>
<td><strong>4 - Engagement and Outreach (1 Measure)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of Agency labor management trainings held</td>
<td>Not Available</td>
<td>Not Available</td>
</tr>
</tbody>
</table>