



FY09 PERFORMANCE PLAN Public Employee Relations Board

MISSION

The District of Columbia Public Employee Relations Board (PERB) is an impartial, quasi-judicial, independent agency empowered with the exclusive jurisdiction to resolve labor-management disputes between agencies of the District government and labor organizations representing employees of the various District agencies.

SUMMARY OF SERVICES

The Board:

- Determines appropriate compensation and non-compensation bargaining units;
- Certifies and decertifies labor organizations as exclusive bargaining representatives;
- Adjudicates unfair labor practice complaints;
- Considers appeals of grievance arbitration awards;
- Investigates standards-of-conduct complaints;
- Determines whether a particular subject or proposal is within the scope of bargaining;
- Facilitates the resolution of impasses in contract negotiations; and
- Adopts rules and regulations for conducting the business of the boards.

Consistent with the above-noted responsibilities, the Board is also authorized to issue subpoenas, conduct hearings, and retain independent counsel to represent its interests.

OBJECTIVE 1: Satisfy statutory responsibilities.

INITIATIVE 1.1: Collaborate with the Federal Mediation and Conciliation Service and the District of Columbia Office of Labor Management Partnership to sponsor a one day conference.

The Board's goal was to hold this conference in the fall of 2008. Consistent with this goal, the Board's Executive Director met with representatives from the Federal Mediation and Conciliation Service and the District of Columbia Office of Labor Management Partnership. Unfortunately, the parties involved could not work out all of the logistics and secure funding necessary to hold the conference. As a result, we were unable to hold the conference in Fiscal Year 2008. We are hopeful that in Fiscal Year 2009 we can work out the logistics and obtain the necessary funding to hold the one day conference. The conference will focus on labor relations issues that affect the District government, labor organizations and District employees. The conference will feature sessions on labor management partnerships, collective bargaining skills and effective ways of dealing with grievances. This conference will benefit the entire labor-management community by promoting labor-management partnerships and reducing the number of meritless actions filed with the Board.

OBJECTIVE 2: Maintain and/or increase the number of matters that are settled through the voluntary "mediation program."

OBJECTIVE 3: Maintain a high rate of success concerning matters that are appealed to either the D.C. Superior Court or the D.C. Court of Appeals.



PROPOSED KEY PERFORMANCE INDICATORS

Measure	FY07 Actual	FY08 Target	FY08 YE Actual	FY09 Projection	FY10 Projection	FY11 Projection
Percentage of cases decided within 120 days of submission to the Board.	98%	100%		98%	100%	100%
Percentage of decisions transmitted to the D.C. Register for publication within 60 days of issuance.	90%	100%		97%	98%	100%
Percentage of cases appealed to courts in which the Public Employee Relations Board prevailed.	67%	80%		90%	95%	100%
Percentage of compensation impasse resolution cases that meet statutory time targets (e.g., mediation within 30 days, arbitration within 45 days after the panel has been established).	100%	100%		100%	100%	100%