

Public Employee Relations Board FY2019

Agency Public Employee Relations Board

Agency Code CGO

Fiscal Year 2019

Mission The District of Columbia Public Employee Relations Board (hereafter, "PERB") is an impartial, quasi-judicial, independent agency empowered with the exclusive jurisdiction to resolve labor-management disputes.

2019 Strategic Objectives

Objective Number	Strategic Objective
1	Resolve cases efficiently to provide stable labor relations in District agencies.
2	Assist parties to reach mutually agreed resolutions of labor disputes to promote harmony between unions and District agencies
3	Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities to District government managers and union representatives.

2019 Key Performance Indicators

Measure	Directionality	FY 2016 Actual	FY 2017 Actual	FY 2018 Actual	FY 2019 Target
1 - Resolve cases efficiently to provide stable labor relations in District agencies. (7 Measures)					
Percent of disposition of Unfair Labor Practice and Standard of Conduct cases by decision and order, withdrawal, dismissal or settlement within 300 days of filing in Fiscal Year	Up is Better	Not Available	100%	64.9%	50%
Percent of disposition of Representation cases in Fiscal Year	Up is Better	Not Available	Not Available	100%	50%
Percent of disposition of Negotiability Appeal cases in Fiscal Year	Up is Better	Not Available	Not Available	50%	50%
Percent of Arbitration Review Requests decided in Fiscal Year	Up is Better	Not Available	Not Available	52.6%	50%
Percent of disposition of cases by Board Decision in Fiscal Year	Up is Better	Not Available	Not Available	Not Available	30%
Percent of Compensation Negotiation Impasse cases reviewed, mediated, settled or sent to arbitration panel in Fiscal Year	Up is Better	Not Available	Not Available	60%	50%
Percent of Non-Compensation Negotiation Impasse cases resolved in Fiscal Year	Up is Better	Not Available	Not Available	100%	50%
2 - Assist parties to reach mutually agreed resolutions of labor disputes to promote harmony between unions and District agencies (2 Measures)					
Percent of cases settled in mediation in Fiscal Year	Up is Better	Not Available	Not Available	8.5%	10%
Percent of Unfair Labor Practice and Standard of Conduct cases sent to mediation within 45 days of the filing of a response in Fiscal Year	Up is Better	Not Available	Not Available	100%	50%

Measure	Directionality	FY 2016 Actual	FY 2017 Actual	FY 2018 Actual	FY 2019 Target
3 - Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities to District government managers and union representatives. (1 Measure)					
Percent of training, outreach and facilitation activities conducted in Fiscal Year	Up is Better	100%	100%	100%	25%

2019 Operations

Operations Header	Operations Title	Operations Description	Type of Operations
1 - Resolve cases efficiently to provide stable labor relations in District agencies. (4 Activities)			
PERFORMANCE MANAGEMENT	Decisions and Orders	Drafting opinions for Board approval	Daily Service
LEGAL SUPPORT	Conduct Hearings	Conduct Hearings before a Hearing Examiner to gather facts for determining whether an Unfair Labor Practice has been committed	Daily Service
INFORMATION TECHNOLOGY	Information Technology	PERB will start the process of creating a free e-filing system for parties to improve the filing and handling process of cases.	Daily Service
INFORMATION TECHNOLOGY	Information Technology	PERB will seek to modernize the Information Technology Infrastructure of the office.	Key Project
2 - Assist parties to reach mutually agreed resolutions of labor disputes to promote harmony between unions and District agencies (1 Activity)			
LEGAL SUPPORT	Mediation	Dispute resolution that may reduce time and cost traditionally associated with these disputes and identify mutually agreeable solutions	Daily Service
3 - Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities to District government managers and union representatives. (3 Activities)			
AGENCY TRAINING	PERB Labor Relations Institute	The format to facilitate teaching labor relations to D.C. government managers labor relations specialists and union representative of D.C. government employees	Key Project
PUBLIC EMPLOYEE RELATIONS BOARD	Training Center	PERB will create an in-house training center to further promote better understanding of labor relations and responsibilities to DC government managers and union representatives.	Key Project
	Trainings	PERB will provide training sessions to promote better understanding and knowledge of labor relations and responsibilities to DC government managers and union representatives.	Daily Service

2019 Workload Measures

Measure	FY 2016	FY 2017	FY 2018

Measure	FY 2016	FY 2017	FY 2018
1 - Conduct Hearings (2 Measures)			
Number of Unfair Labor Practice and Standard of Conduct hearings scheduled within 30 days after mediation in Fiscal Year	4	0	Not Available
Number of Unfair Labor Practice and Standard of Conduct Cases filed in Fiscal Year	38	35	37
1 - Decisions and Orders (22 Measures)			
Number of total cases filed with PERB in Fiscal Year	81	61	81
Number of total cases closed in Fiscal Year	38	47.1	44
Number of Arbitration Review Requests filed with PERB in Fiscal Year	16	7	19
Number of Arbitration Review Requests resolved within 120 days of filing in Fiscal Year	Not Available	Not Available	Not Available
Number of Unfair Labor Practice and Standard of Conduct cases resolved within 300 days of filing in Fiscal Year	Not Available	Not Available	24
Number of Unfair Labor Practice and Standard of Conduct cases closed in Fiscal Year	Not Available	Not Available	24
Number of FY10-FY19 Unfair Labor and Standard of Conduct cases resolved	Not Available	Not Available	28
Number of FY10-FY19 Unfair Labor and Standard of Conduct cases open	Not Available	Not Available	15
Number of Representation cases filed with PERB in Fiscal Year	Not Available	Not Available	Not Available
Number of Representation cases closed in Fiscal Year	Not Available	Not Available	1
Number of Representation cases resolved through withdrawal, election, or issuance of decision and order within 240 days of the filing date in Fiscal Year	Not Available	Not Available	1
Number of Negotiability cases filed with PERB in Fiscal Year	Not Available	Not Available	5
Number of Negotiability cases closed in Fiscal Year	Not Available	Not Available	Not Available
Number of Negotiability cases resolved within 120 days of the filing date in Fiscal Year	Not Available	Not Available	4
Number of Non-Compensation Negotiation Impasse cases filed with PERB in Fiscal Year	Not Available	Not Available	Not Available
Number of Non-Compensation Negotiation Impasse cases closed in Fiscal Year	Not Available	Not Available	1

Measure	FY 2016	FY 2017	FY 2018
Number of Non-Compensation Negotiation Impasse cases resolved within 240 days of notice filing in Fiscal Year	Not Available	Not Available	1
Number of Compensation Negotiation Impasse cases filed with PERB in Fiscal Year	Not Available	Not Available	Not Available
Number of Compensation Negotiation Impasse cases closed in Fiscal Year	Not Available	Not Available	3
Number of Compensation Negotiation Impasse cases resolved within 240 days of notice filing in Fiscal Year	Not Available	Not Available	3
Number of cases that held a hearing in Fiscal Year	Not Available	Not Available	Not Available
Number of days from the conclusion of hearing to Board Decision in Fiscal Year	Not Available	Not Available	Not Available
2 - Mediation (3 Measures)			
Number of cases Settled/Withdrawn in mediation	62	52	41
Number of meditations held within 45 days of filing date in Fiscal Year	Not Available	Not Available	Not Available
Number of cases sent to mediation in Fiscal Year	Not Available	Not Available	37
3 - PERB Labor Relations Institute (2 Measures)			
Number of completed Second Tuesdays at PERB-Employee Training	8	8	8
Number of participants who completed training, outreach and facilitation activities	60	192	80

2019 Strategic Initiatives

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
Information Technology (2 Strategic initiatives)		
Information Technology	In Fiscal Year 19, PERB will seek to modernize its Information Technology infrastructure through upgrading and/or replacing technological equipment including but not limited to computers, laptops, tables, telephones, servers, routes, data storage, and other communication devices.	09-30-2019
E-Filing System	In Fiscal Year 19, PERB will seek to start the process of developing an e-filing system with the help of OCTO. This new system will eliminate the filing cost of our current filing system. PERB will work alongside OCTO in the various steps of the creation, budgeting, and planning for this new e-filing system which is set to be finalized by the end of Fiscal Year 2020.	09-30-2020

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
Training Center (1 Strategic Initiative)		
Construction	In Fiscal Year 19, PERB will seek to assemble an in-house training center to offer more training sessions and more training topics in regard to DC labor relation laws and practices. PERB will undergo office construction to create the in-house training center, this is set to be finalized by the end of Fiscal Year 2020.	09-30-2020
Trainings (2 Strategic initiatives)		
Educational Resource	In Fiscal Year 19, PERB will provide eight 2nd Tuesday at PERB training sessions on eight different labor relations topics. These trainings will be offered to District Government Managers, Union Representatives, and other DC employees to improve the city-wide knowledge of labor relation laws and practices.	09-30-2019
Educational Resource	In Fiscal Year 19, PERB will provide at least two agency specific training sessions to provide labor relations training to all managers in a specific agency.	09-30-2019