

Public Employee Relations Board FY2019

Agency Public Employee Relations Board

Agency Code CG0

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.

Summary of Services PERB determines appropriate compensation and non-compensation bargaining units. PERB also certifies, decertifies, amends, clarifies and modifies labor organizations as exclusive bargaining representatives; facilitates and reviews election procedures and results concerning the selection of labor organizations as the exclusive bargaining representative; investigates and adjudicates unfair labor practices and standards of conduct complaints; reviews appeals of grievance arbitration awards; determines impasse status of collective bargaining between District government agencies and District government employee unions; facilitates Impasse arbitration bargaining between District government agencies and District government employee unions; determines negotiability of proposals submitted during collective bargaining contract negotiations between District government agencies and District government employee unions; mediates disputes submitted to PERB; issues subpoenas and conducts hearings; and adopts rules and regulations for conducting PERB business.

2019 Accomplishments

Accomplishment	Impact on Agency	Impact on Residents
No accomplishments found		

2019 Key Performance Indicators

Measure	Frequency	FY 2017 Actual	FY 2018 Actual	FY 2019 Target	FY 2019 Q1	FY 2019 Q2	FY 2019 Q3	FY 2019 Q4	FY 2019 Actual	KPI Status	Explanation
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	Quarterly	41.1%	60.8%	50%	No applicable incidents	50%	83.3%	57.1%	63.2%	Met	
Percent of disposition of Representation cases in Fiscal Year	Quarterly	83.3%	100%	50%	No applicable incidents	No applicable incidents	No applicable incidents	No applicable incidents	No applicable incidents		
Percent of disposition of Negotiability Appeal cases in Fiscal Year	Quarterly	66.7%	150%	50%	No applicable incidents	No applicable incidents	No applicable incidents	100%	100%	Met	
Percent of Arbitration Review Requests decided in Fiscal Year	Quarterly	200%	73.7%	50%	No applicable incidents	100%	100%	100%	100%	Met	
Percent of disposition of cases by Board Decision in Fiscal Year	Quarterly	47.5%	46.9%	30%	54%	56.3%	73.3%	57.1%	56.6%	Met	
Percent of Compensation Negotiation Impasse cases reviewed, mediated, settled or sent to arbitration panel in Fiscal Year	Quarterly	100%	75%	50%	No applicable incidents	No applicable incidents	100%	100%	100%	Met	
Percent of Non-Compensation Negotiation Impasse cases resolved in Fiscal Year	Quarterly	100%	100%	50%	No applicable incidents	No applicable incidents	No applicable incidents	100%	100%	Met	
2 - Assist parties to reach mutually agreed resolutions of labor disputes to promote harmony between unions and District agencies (2 Measures)											

Measure	Frequency	FY 2017 Actual	FY 2018 Actual	FY 2019 Target	FY 2019 Q1	FY 2019 Q2	FY 2019 Q3	FY 2019 Q4	FY 2019 Actual	KPI Status	Explanation
Percent of cases settled in mediation in Fiscal Year	Annually	25.7%	18.9%	10%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	13%	Met	
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	Annually	40%	25.6%	50%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	78.9%	Met	
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	Annually	100%	100%	25%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met	

2019 Workload Measures

Measure	FY 2017 Actual	FY 2018 Actual	FY 2019 Q1	FY 2019 Q2	FY 2019 Q3	FY 2019 Q4	FY 2019 Actual
1 - Conduct Hearings (2 Measures)							
Number of Unfair Labor Practice and Standard of Conduct hearings scheduled within 30 days after mediation in Fiscal Year	14	10	7	2	2	2	13
Number of Unfair Labor Practice and Standard of Conduct Cases filed in Fiscal Year	35	39	5	2	8	8	23
1 - Decisions and Orders (22 Measures)							
Number of total cases filed with PERB in Fiscal Year	65	81	9	10	15	17	51
Number of total cases closed in Fiscal Year	99	96	11	16	17	14	58
Number of Arbitration Review Requests filed with PERB in Fiscal Year	11	19	1	5	3	2	11
Number of Arbitration Review Requests resolved within 120 days of filing in Fiscal Year	9	5	No applicable incidents	1	4	2	7
Number of Unfair Labor Practice and Standard of Conduct cases resolved within 300 days of filing in Fiscal Year	19	31	No applicable incidents	3	5	5	13
Number of Unfair Labor Practice and Standard of Conduct cases closed in Fiscal Year	56	51	9	6	6	5	26
Number of FY10-FY19 Unfair Labor and Standard of Conduct cases resolved	44	47	9	6	7	7	29
Number of FY10-FY19 Unfair Labor and Standard of Conduct cases open	33	15	Annual Measure	Annual Measure	Annual Measure	Annual Measure	20
Number of Representation cases filed with PERB in Fiscal Year	6	7	0	No applicable incidents	No applicable incidents	2	2
Number of Representation cases closed in Fiscal Year	5	7	1	1	No applicable incidents	0	2
Number of Representation cases resolved through withdrawal, election, or issuance of decision and order within 240 days of the filing date in Fiscal Year	Waiting on Data	Waiting on Data	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data
Number of Negotiability cases filed with PERB in Fiscal Year	6	6	0	No applicable incidents	No applicable incidents	1	1
Number of Negotiability cases closed in Fiscal Year	4	9	2	No applicable incidents	1	1	4

Measure	FY 2017 Actual	FY 2018 Actual	FY 2019 Q1	FY 2019 Q2	FY 2019 Q3	FY 2019 Q4	FY 2019 Actual
Number of Negotiability cases resolved within 120 days of the filing date in Fiscal Year	1	5	0	No applicable incidents	0	1	1
Number of Non-Compensation Negotiation Impasse cases filed with PERB in Fiscal Year	1	1	Annual Measure	Annual Measure	Annual Measure	Annual Measure	2
Number of Non-Compensation Negotiation Impasse cases closed in Fiscal Year	2	1	0	No applicable incidents	No applicable incidents	1	1
Number of Non-Compensation Negotiation Impasse cases resolved within 240 days of notice filing in Fiscal Year	1	3	0	No applicable incidents	No applicable incidents	1	1
Number of Compensation Negotiation Impasse cases filed with PERB in Fiscal Year	2	4	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1
Number of Compensation Negotiation Impasse cases closed in Fiscal Year	2	3	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1
Number of Compensation Negotiation Impasse cases resolved within 240 days of notice filing in Fiscal Year	2	3	0	No applicable incidents	No applicable incidents	1	1
Number of cases that held a hearing in Fiscal Year	15	8	7	2	2	1	12
Number of days from the conclusion of hearing to Board Decision in Fiscal Year	New in 2019	New in 2019	Annual Measure	Annual Measure	Annual Measure	Annual Measure	184.6
2 - Mediation (3 Measures)							
Number of cases Settled/Withdrawn in mediation	13	8	1	No applicable incidents	1	2	4
Number of meditations held within 45 days of filing date in Fiscal Year	14	10	Annual Measure	Annual Measure	Annual Measure	Annual Measure	15
Number of cases sent to mediation in Fiscal Year	35	37	Annual Measure	Annual Measure	Annual Measure	Annual Measure	23
3 - PERB Labor Relations Institute (2 Measures)							
Number of completed Second Tuesdays at PERB-Employee Training	8	8	0	3	3	2	8
Number of participants who completed training, outreach and facilitation activities	192	176	Annual Measure	Annual Measure	Annual Measure	Annual Measure	253

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
Training	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 Strategic Initiatives

Strategic Initiative Title	Strategic Initiative Description	Completion to Date	Status Update	Explanation for Incomplete Initiative
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.	75-99%	PERB continues to upgrade technological software and tools. We have recently upgraded all the printers in the office.	
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.	0-24%	OCTO met with PERB and discussed particulars and has provided a quote. PERB is submitting the quote as an enhancement as part of the FY'2021 budget. Projected completion, if funded, is September 30, 2021.	Planning was not complete.
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.	0-24%	No construction was needed. Carpeted platform and Judge's bench were removed. Training tables and chairs will be added in December 2019. In addition to a Smart Board.	Personnel changes,
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.	Complete	PERB completed the initiative.	
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.	Complete	PERB held five agency specific training sessions with managers of two different agencies.	