



OFFICE OF LABOR RELATIONS AND COLLECTIVE BARGAINING PROPOSED FY 2025 PERFORMANCE PLAN

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CONTENTS

Contents	2
1 Office of Labor Relations and Collective Bargaining	3
2 Proposed 2025 Objectives	4
3 Proposed 2025 Operations	5
4 Proposed 2025 Key Performance Indicators and Workload Measures	6

1 OFFICE OF LABOR RELATIONS AND COLLECTIVE BARGAINING

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.

Services: Representing management before the Public Employee Relations Board (PERB) in negotiation matters, unit determinations, unfair labor practices, negotiability appeals, arbitration appeals and impasse proceedings; Advising and representing the Mayor and District departments, offices and agencies in matters involving collective bargaining, working conditions and compensation agreements and the impact and effects of changes in conditions of employment; advising the Mayor and District departments, offices and agencies concerning all aspects of labor relations; Developing and presenting cases before third party in mediation and arbitration proceedings; Representing the Mayor on joint labor management committees and work groups; Training labor liaisons, managers, supervisors and management officials concerning their rights and obligations under the Comprehensive Merit Personnel Act (CMPA), applicable collective bargaining agreements (CBAs) and applicable labor law, policies and procedures; and Developing, implementing and administering citywide labor initiatives.

2 PROPOSED 2025 OBJECTIVES

Strategic Objective

Work proactively with agencies to mediate, settle, or litigate cases to serve the public interest.

Train labor liaisons and management officials on the Comprehensive Merit Personnel Act (CMPA), collective bargaining agreements (CBAs) and applicable labor law, policies and procedures.

Create and maintain a highly efficient, transparent, and responsive District government.

3 PROPOSED 2025 OPERATIONS

Operation Title	Operation Description	Type of Operation
Work proactively with agencies to mediate, settle, or litigate cases to serve the public interest.		
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
Train labor liaisons and management officials on the Comprehensive Merit Personnel Act (CMPA), collective bargaining agreements (CBAs) and applicable labor law, policies and procedures.		
Training	Citywide Training	Daily Service

4 PROPOSED 2025 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

Key Performance Indicators

Measure	Directionality	FY 2022	FY 2023	FY 2024 Target	FY 2025 Target
Work proactively with agencies to mediate, settle, or litigate cases to serve the public interest.					
Percent of litigation matters closed within 90 days of being opened	Up is Better	New in 2024	New in 2024	New in 2024	10%
Percent of litigation matters closed within 90 days that were settled	Up is Better	New in 2024	New in 2024	New in 2024	20%
Percent of litigation matters closed within 90 days by administrative dismissal, voluntary withdrawal, or dismissal on the merits in the District's favor	Up is Better	New in 2024	New in 2024	New in 2024	10%
Train labor liaisons and management officials on the Comprehensive Merit Personnel Act (CMPA), collective bargaining agreements (CBAs) and applicable labor law, policies and procedures.					
Number of agency labor relations trainings held	Up is Better	New in 2023	7	4	4
Number of labor liaison trainings held	Up is Better	New in 2023	4	4	4
Number of Management Supervisory Service orientation trainings held	Up is Better	New in 2024	New in 2024	New in 2024	4
Create and maintain a highly efficient, transparent, and responsive District government.					
Percent of advisement requests resolved within 30 days of the request	Up is Better	New in 2024	New in 2024	New in 2024	25%
Percent of Impact & Effect bargaining matters where the first negotiation session is held within 30 days of receiving the demand	Up is Better	New in 2024	New in 2024	New in 2024	25%
Percent of collective bargaining agreement matters where the first negotiation session was held within 60 days of receiving the demand	Up is Better	New in 2024	New in 2024	New in 2024	10%
Percent of new hires that are District residents	Up is Better	New in 2023	0%	No Target Set	No Target Set
Percent of employees that are District residents	Up is Better	New in 2023	13.3%	No Target Set	No Target Set
Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time.	Up is Better	New in 2023	No Applicable Incidents	No Target Set	No Target Set
Percent of new hires that are current District residents and received a high school diploma from a DCPS or a District Public Charter School, or received an equivalent credential from the District of Columbia	Up is Better	New in 2023	0%	No Target Set	No Target Set

Key Performance Indicators (*continued*)

Measure	Directionality	FY 2022	FY 2023	FY 2024 Target	FY 2025 Target
Percent of agency staff who were employed as Management Supervisory Service (MSS) employees prior to 4/1 of the fiscal year that had completed an Advancing Racial Equity (AE204) training facilitated by ORE within the past two years.	Up is Better	New in 2023	Not Available	No Target Set	No Target Set

Workload Measures

Measure	FY 2022	FY 2023
Litigation		
Number of Litigation matters opened	40	43
Number of Litigation matters closed by withdrawal	6	4
Number of Litigation matters closed by settlement	New in 2023	6
Number of Litigation matters closed by dismissal	13	23
Number of Litigation matters closed by decision and order	10	1
Number of Litigation matters closed without litigation	New in 2023	14
Number of Advisements opened	New in 2023	4
Number of Public Employee Relations Board matters closed by decision and order	9	1
Number of Public Employee Relations Board matters opened	New in 2023	10
Number of Public Employee Relations Board matters closed	New in 2023	11
Negotiations		
Number of Negotiated Employee Assistance Home Purchase Program requests open	0	147
Number of Negotiated Employee Assistance Home Purchase Program requests closed	0	23
Number of Negotiations matters opened	New in 2023	Not Available
Number of Negotiations matters closed	New in 2023	Not Available