



PUBLIC EMPLOYEE RELATIONS BOARD

FY 2023 PERFORMANCE ACCOUNTABILITY REPORT

JANUARY 12, 2024

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1 PUBLIC EMPLOYEE RELATIONS BOARD

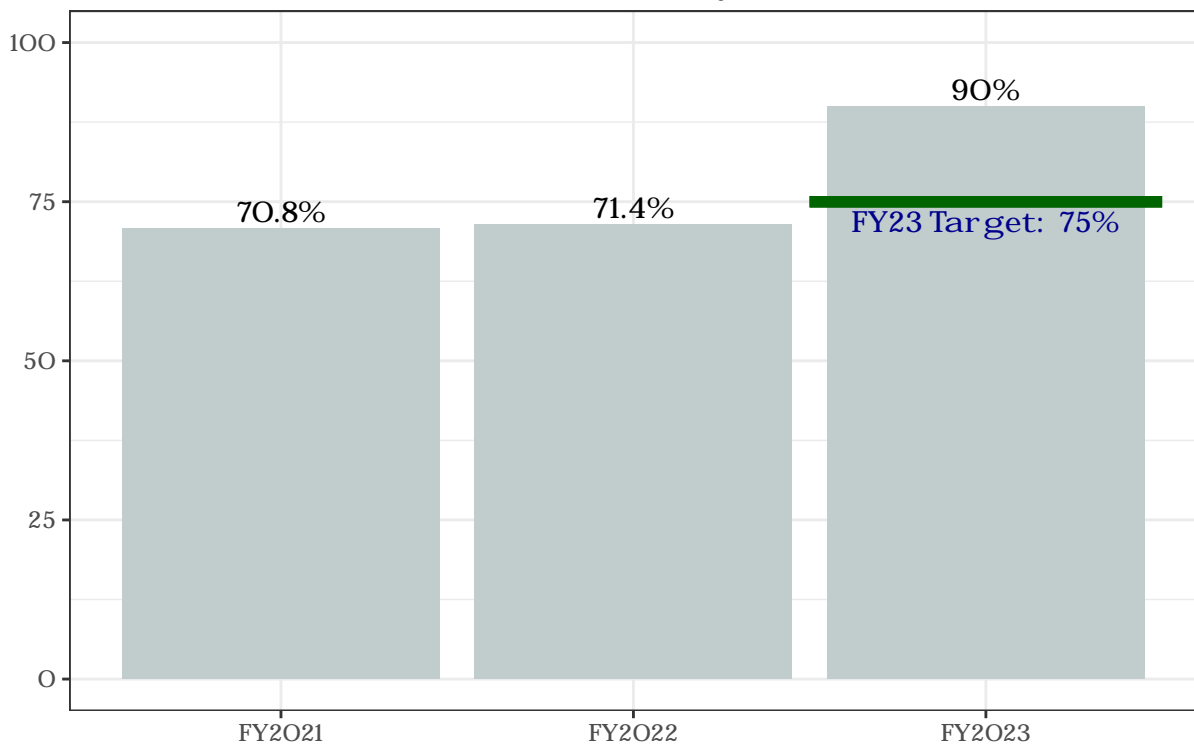
Mission: The District of Columbia Public Employee Relations Board (hereafter, PERB) is an impartial, quasi-judicial, independent agency empowered with the exclusive jurisdiction to resolve labor-management disputes.

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 related to 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 labor organizations ; facilitates impasse arbitration bargaining between District government agencies and labor organizations; determines negotiability of proposals submitted during collective bargaining contract negotiations between District government agencies and labor organizations; mediates disputes submitted to PERB; issues subpoenas and conducts hearings; and adopts rules and regulations for conducting PERB business.

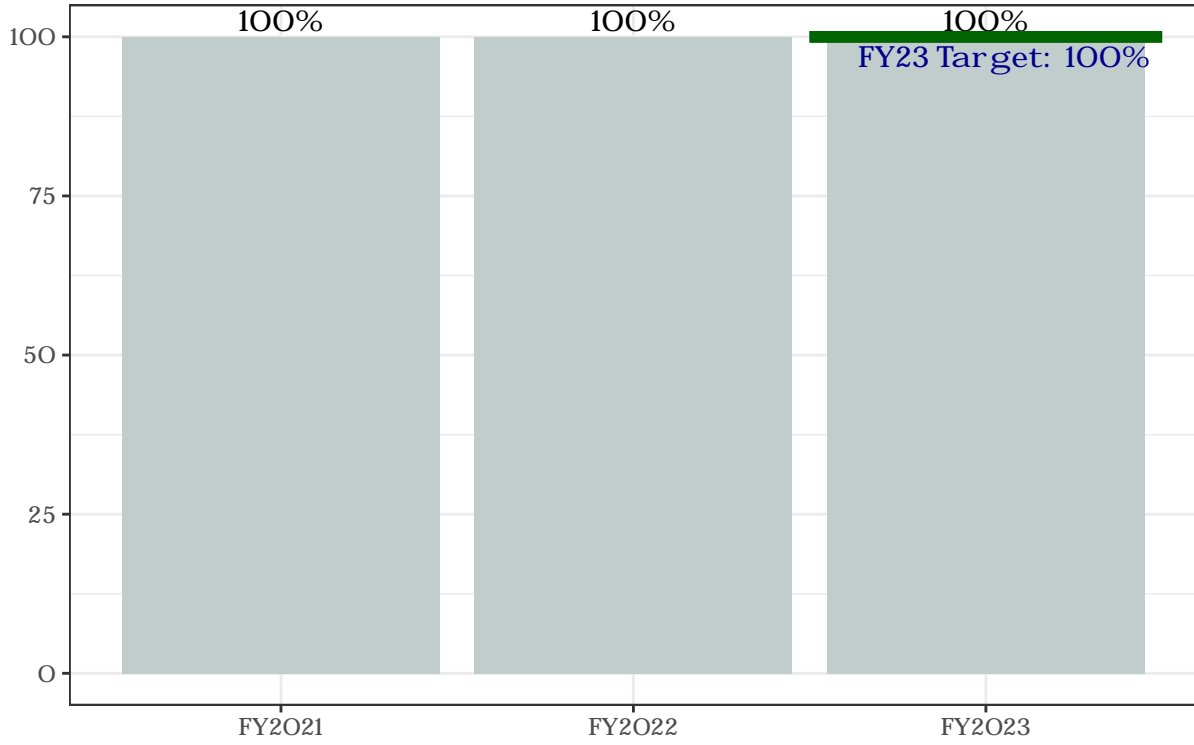
2 2023 ACCOMPLISHMENTS

| Accomplishment | Impact on Agency | Impact on Residents |
|---|---|--|
| PERB conducted 8 labor/management training sessions, including a special film presentation for black history month on the 1968 Memphis Sanitation Strike. | The training sessions assisted managers and union officials in understanding their role in a union environment and promoted labor peace and amicable relationships. | The training sessions assisted managers and union officials in understanding their role in a union environment and promoted labor peace and amicable relationships. |
| PERB conducted 15 mediations in FY2023. | With each agreement, no hearing is required, thus saving PERB resources. | Mediation allows managers and union officials the opportunity to talk directly to each other with the assistance of a third party. It allows a better expression of ideas and concerns without litigation and allows parties to reach a mutually satisfactory agreement to both parties. |

Percent of cases not requiring a hearing that are resolved within 120 days



Percent of cases referred to the Board with a Decision within 120 days



3 2023 OBJECTIVES

Strategic Objective

Resolve cases efficiently to provide stable labor relations in District agencies.

Assist parties to reach mutually agreed resolutions of labor disputes to promote harmony between unions and District agencies

Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities to District government managers and union representatives.

Maintain a system to allow the public to have access to all decisions rendered by PERB

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

4 2023 OPERATIONS

| Operation Title | Operation Description |
|---|---|
| Resolve cases efficiently to provide stable labor relations in District agencies. | |
| Decisions and Orders: Daily Service | Drafting opinions for Board approval. |
| Assist parties to reach mutually agreed resolutions of labor disputes to promote harmony between unions and District agencies | |
| Mediation: Daily Service | Dispute resolution that may reduce time and cost traditionally associated with these disputes and identify mutually agreeable solutions. |
| Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities to District government managers and union representatives. | |
| Trainings: Daily Service | PERB will provide training sessions to promote better understanding and knowledge of labor relations and responsibilities to DC government managers and union representatives. |
| Training Center: Key Project | 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. |
| Maintain a system to allow the public to have access to all decisions rendered by PERB | |
| Publishing: Daily Service | PERB will publish Decisions and Orders in a timely fashion for public distribution. |

5 2023 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

Key Performance Indicators

| Measure | Directionality | FY 2021 | FY 2022 | FY 2023 Q1 | FY 2023 Q2 | FY 2023 Q3 | FY 2023 Q4 | FY 2023 | FY 2023 Target | Was 2023 KPI Met? | Explanation of Unmet KPI |
|---|----------------|-------------|---------|----------------|----------------|----------------|----------------|---------|----------------|-------------------|--------------------------|
| Resolve cases efficiently to provide stable labor relations in District agencies. | | | | | | | | | | | |
| Percent of cases requiring a hearing that are resolved within 300 days | Up is Better | 72.2% | 70% | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 68% | 60% | Met | |
| Percent of cases not requiring a hearing that are resolved within 120 days | Up is Better | 70.8% | 71.4% | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 90% | 75% | Met | |
| Percent of cases referred to the Board with a Decision within 120 days | Up is Better | 100% | 100% | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 100% | 100% | Met | |
| Assist parties to reach mutually agreed resolutions of labor disputes to promote harmony between unions and District agencies | | | | | | | | | | | |
| Percentage of settlements resulting from mediation | Neutral | New in 2022 | 60% | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 0% | - | Neutral Measure | |
| Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities to District government managers and union representatives. | | | | | | | | | | | |
| Number of training sessions conducted | Up is Better | 12 | 11 | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 8 | 8 | Met | |
| Maintain a system to allow the public to have access to all decisions rendered by PERB | | | | | | | | | | | |
| Percent of Board decisions published in the D.C Register within 60 days of issuance | Up is Better | 100% | 100% | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 100% | 100% | Met | |
| Percent of decisions uploaded to PERB's website within 60 days | Up is Better | 100% | 100% | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 100% | 100% | Met | |

Workload Measures

| Measure | FY 2021 | FY 2022 | FY 2023 Q1 | FY 2023 Q2 | FY 2023 Q3 | FY 2023 Q4 | FY 2023 |
|---|---------------|---------------|----------------|----------------|----------------|----------------|---------|
| Decisions and Orders | | | | | | | |
| Number of total cases closed in Fiscal Year | 71 | 50 | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 42 |
| Number of total cases filed with PERB in Fiscal Year | 58 | 48 | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 35 |
| Number of Arbitration Review Requests filed with PERB in Fiscal Year | 10 | 9 | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 7 |
| Number of cases that held a hearing in Fiscal Year | 6 | 5 | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 11 |
| Number of Representation cases filed with PERB in Fiscal Year | 6 | 2 | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 3 |
| Number of Negotiability cases filed with PERB in Fiscal Year | 4 | 2 | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 0 |
| Number of Non-Compensation Negotiation Impasse cases filed with PERB in Fiscal Year | 1 | 2 | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 2 |
| Number of motions for reconsideration of Board decisions filed | 7 | 5 | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 6 |
| Number of Compensation Negotiation Impasse cases filed with PERB in Fiscal Year | 1 | 5 | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 1 |
| Number of Enforcement Petitions filed in Fiscal Year | 8 | 0 | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 1 |
| Number of Standards of Conduct Complaints filed in Fiscal Year | 1 | 5 | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 10 |
| Number of Unfair Labor Practice Complaints filed in Fiscal Year | 27 | 22 | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 12 |
| Decisions and Orders | Not Available | Not Available | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 29 |
| Mediation | | | | | | | |
| Number of mediations conducted | Not Available | 20 | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 15 |
| Trainings | | | | | | | |
| Number of participants who completed training, outreach and facilitation activities | 235 | 192 | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 145 |
| Publishing | | | | | | | |
| Number of cases published in the D.C. Register | 38 | 24 | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 29 |
| Number of cases uploaded to PERB's website | 38 | 23 | Annual Measure | Annual Measure | Annual Measure | Annual Measure | 29 |