

# Office of Labor Relations and Collective Bargaining FY2021

**Agency** Office of Labor Relations and Collective Bargaining

**Agency Code** AKO

**Fiscal Year** 2021

**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.

**Summary of 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.

## 2021 Accomplishments

Accomplishment	Impact on Agency	Impact on Residents
In FY2021, OLRCB completed the project of E-Risk, which included creating a cloud-based case management system with ORM, transferring all paper documents into electronic versions, and massive amounts of data entry.	This accomplishment impacts our agency because it brought an ease to operations, improved communications, and improved data collection.	This accomplishment impacts residents of DC because it allows our agency to provide higher quality services and ease of communication by having a reliable and accessible case management system.
In FY2021, OLRCB finalized the successor CBA between AFGE 1403 and MOLC/OAG.	This accomplishment impacts our agency greatly as it was a monumental moment to finalize an agreement of this magnitude.	This accomplishment impacts the residents of DC as the continued work and positive relations with labor unions are essential for the prosperity of DC employees and residents.
In FY2021, OLRCB successfully engaged labor unions in impact and effects bargaining over the Mayor's Return to Work initiative and initial COVID-19 vaccination mandates and the City Administrator's mask mandates	This accomplishment impacted our agency in a positive way by allowing us to create and grow better relations with labor leaders in such trying times.	This accomplishment directly impacted DC residents as it dealt with the people continuing to provide government services.
In FY2021, OLRCB partnered with DC Health, NAGE, AFSCME District Council 20, AFGE District 14, and Metro Washington Council AFL-CIO to present information and data to District government employees on the effectiveness of COVID-19 vaccinations	This accomplishment impacted our agency by allowing OLRCB to unite front with other agencies in the battle against this virus.	This accomplishment directly impacted the residents of DC as it continued to provide support for vaccinations.

## 2021 Key Performance Indicators

Measure	Frequency	FY 2019 Actual	FY 2020 Actual	FY 2021 Target	FY 2021 Quarter 1	FY 2021 Quarter 2	FY 2021 Quarter 3	FY 2021 Quarter 4	FY 2021 Actual	Was 2021 KPI Met?	Explanation For Unmet KPI
<b>1 - Work proactively with agencies to mediate, settle, or litigate cases to serve the public interest. (3 Measures)</b>											
Percent of cases closed (withdrawn, settled, or reached judgement)	Quarterly	New in 2020	16.5%	30%	116.7%	88.9%	60%	66.7%	75.5%	Met	
Percent of cases litigated to decision	Quarterly	New in 2020	22.1%	35%	71.4%	75%	50%	93.8%	78.4%	Met	
Percent of cases that resulted in award of attorney's fees	Quarterly	New in 2020	0%	35%	0%	0%	0%	6.3%	2.7%	Unmet	This KPI was meant to be Lower is Better as it relates to attorneys fees paid by the Agency.

## 2021 Workload Measures

Measure	FY 2019 Actual	FY 2020 Actual	FY 2021 Quarter 1	FY 2021 Quarter 2	FY 2021 Quarter 3	FY 2021 Quarter 4	FY 2021 Actual
<b>1 - Litigation (2 Measures)</b>							

Measure	FY 2019 Actual	FY 2020 Actual	FY 2021 Quarter 1	FY 2021 Quarter 2	FY 2021 Quarter 3	FY 2021 Quarter 4	FY 2021 Actual
Number of cases opened	New in 2020	162	6	9	10	24	49
Number of new cases referred to OLR CB during the fiscal year	New in 2020	177	6	9	10	24	49
<b>1 - Negotiations (3 Measures)</b>							
Number of cases settled	New in 2020	12	5	2	1	9	17
Number of cases pending at start of fiscal year	146	584	88	88	88	88	352
Number of cases closed (withdrawn, settled, or reached judgment)	61	16	7	8	6	16	37

## 2021 Operations

Operations Title	Operations Description	Type of Operations
<b>1 - Work proactively with agencies to mediate, settle, or litigate cases to serve the public interest. (2 Activities)</b>		
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
<b>2 - Provide advice and counsel to the Mayor and District departments, offices and agencies concerning all aspects of labor relations and collective bargaining. (2 Activities)</b>		
Case Management	Manages labor relations data and information.	Daily Service
Contract Administration	Administers collective bargaining contracts and provides the Mayor and District agencies with advice and guidance on the provisions of each collective bargaining agreement applicable to their agency.	Daily Service
<b>3 - Train labor liaisons and management officials on the Comprehensive Merit Personnel Act (CMPA), collective bargaining agreements (CBAs) and applicable labor law, policies and procedures. (1 Activity)</b>		
Training	Citywide Training	Daily Service
<b>4 - Foster strong relations with labor partner. (1 Activity)</b>		
Engagement and Outreach	Relationship building and collaboration with labor partners .	Daily Service

## 2021 Strategic Initiatives

Strategic Initiative Title	Strategic Initiative Description	Completion to Date	Status Update	Explanation for Incomplete Initiative
<b>Case Management (1 Strategic Initiative)</b>				
Data Systems Integration	OLRCB will digitize all certifications into the centralized data management system. This will allow for better recordkeeping, allowing OLR CB to quickly address questions regarding the bargaining unit status of employees at agencies. OLR CB will also integrate existing new case data into the system, which will allow OLR CB to track frequent	Complete	E-Risk has been implemented for case management and data management.	
<b>Engagement and Outreach (1 Strategic Initiative)</b>				
Improving Labor Relations	Our strategy to engage with our unions will involve monthly labor meetings with Comp 1 and 2 unions. We will also have labor roundtable discussions with all of our unions and OCA, along with relevant members of District leadership as needed. OLR CB will also conduct one-on-one meetings with Director Maxwell and designated labor leaders throughout the year. Lastly, OLR CB will host a quarterly labor meeting, led by Director Maxwell with Agency Directors with unionized employees, to provide guidance, best practices and case studies on the latest labor relations matters throughout the District.	Complete	OLRCB Continues its commitments to maintaining a healthy working relationship with Union Leaders by hosting COVID-19 labor meetings, labor liaison meetings, and connecting labor meetings with the CA. OLR CB Director's open-door policy has also helped labor leaders remain on top of all changing mandates that could affect their employees.	