

Public Employee Relations Board FY2016

Agency 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.

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.

2016 Objectives

FY16 Objectives

Objective Number	Objective Description
(empty) (5 Objectives)	
1	Efficiently resolve labor management disputes between District agencies and labor organizations.
2	Maintain and/or increase the number of matters that are settled through mandatory mediation program.
3	Maintain a high rate of success concerning matters that are appealed to either the D.C. Superior Court or the D.C. Court of Appeals.
4	Apply final rulemaking of PERB's revised rules.
5	Assist District government agencies and unions representing District government employees enhanced skills needed for successful and productive labor/management relations

2016 Key Performance Indicators

Measure	Division	Frequency of Reporting	FY 2013	FY 2014	FY 2015	FY 2015 Target	FY 2016 Target
1 - Efficiently resolve labor management disputes between District agencies and labor organizations. (2 Measures)							
Closure rate of cases		Quarterly			49.42		16
Hearing Examiners Settlement Program		Quarterly			61.9		16
2 - Maintain and/or increase the number of matters that are settled through mandatory mediation program. (1 Measure)							
Resolve rate of In-house mediation		Quarterly			38.1		16
3 - Maintain a high rate of success concerning matters that are appealed to either the D.C. Superior Court or the D.C. Court of Appeals. (2 Measures)							

Superior Court cases resolved in favor of PERB	Annually							16
Cases affirmed by Court of Appeals	Annually							16
5 - Assist District government agencies and unions representing District government employees enhanced skills needed for successful and productive labor/management relations (4 Measures)								
Opportunity for training and outreach	Quarterly							16
Hold training sessions	Quarterly							16
Agency workshops	Quarterly							16
Number of Agency workshops held	Annually							16

2016 Workload Measures

Measure	Frequency of Reporting	FY 2013	FY 2014	FY 2015
Workload Measure (3 Measures)				
Success rate in SupCt	Annually			9
Success rate COA	Annually			1
Number of resolved cases	Quarterly			

2016 Initiatives

Objective Number	Objective Title	Initiative Number	Initiative Title	Initiative Description
(empty) - 1 (2 Initiatives)				
1		1.0	Reduce the backlog of cases caused by the lack of a Board quorum from June	In FY'16, PERB will prioritize cases older than June 2009 for resolution and closure. Completion Date: September 2016
1		2.0	Decrease the number of active cases maintained in paper files by prioritizing	In FY'16, PERB will determine which of the active cases maintained in paper files are unlikely to be settled or withdrawn. Scanning those cases and uploading them into electronic case management systems will be a priority over scanning and uploading other cases. Completion Date: September 2016.
TOT				
(empty) - 2 (2 Initiatives)				
2		1.0	Identify appropriate cases for mandatory mediation.	In FY'16, PERB will continue to offer parties the opportunity to reach a settlement before moving forward to a hearing. Staff will evaluate each newly filed case to determine those that are appropriate for mandatory mediation. Completion Date: September 2016

2		2.0	Identify appropriate groupings of backlogged cases for the Hearing Examiner Settlement Program (HESPRO).	In FY'16, PERB will continue to use Hearing Examiners to mediate the older cases with the expectation of avoiding the necessity of sending the cases to hearing. Completion Date: September 2016.
TOT				
(empty) - 3 (1 Initiative)				
3		1.0	PERB will utilize outside to maintain the same high rate of success in appeals before the D.C. Superior Court or the D.C. Court of Appeals.	In FY'16, PERB will retain outside counsel to handle cases on appeal to the D.C. Superior Court and the D.C. Court of Appeals.
TOT				
(empty) - 4 (1 Initiative)				
4		1.0	Implement PERB's adoption of its rules.	The Board revised its rules and conducted the last procedures of final rulemaking in FY15. The revised rules will become effective FY16. Revisions were made to clarify agency procedures and give the public a greater understanding and easier access to the PERB process. In order to effectively implement PERB's adoption of its rules, PERB will educate the public through notification on its website and direct notification to parties with pending cases before PERB. Completion Date: September 2016
TOT				
(empty) - 5 (2 Initiatives)				
5		1.0	Establish the PERB Institute for Labor Relations	In FY'16, PERB will offer classes with an in-depth analysis of labor cases and PERB law. Completion Date: September 2016
5		2.0	Provide labor relations workshops for specific agency groups	In FY'16, PERB will offer workshops to the specific agencies and its managers, supervisors and union representatives as a collective to give parties the opportunity to work together. Completion Date: September 2016
TOT				
TOT				