

# Public Employee Relations Board FY2018

**Agency** Public Employee Relations Board

**Agency Code** CG0

**Fiscal Year** 2018

**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.

## 2018 Strategic Objectives

Objective Number	Strategic Objective	# of Measures	# of Operations
1	Resolve cases efficiently to provide stable labor relations in District agencies	9	3
2	Offer labor relations training and resources to managers and union representatives for a better understanding of their roles and responsibilities	2	1
3	Assist parties to reach mutually agreed resolutions of labor disputes to promote harmony between unions and District agencies	2	1
<b>TOT</b>		<b>13</b>	<b>5</b>

## 2018 Key Performance Indicators

Measure	New Measure/ Benchmark Year	FY 2014 Actual	FY 2015 Target	FY 2015 Actual	FY 2016 Target	FY 2016 Actual	FY 2017 Target	FY 2017 Actual	FY 2018 Target
<b>1 - Resolve cases efficiently to provide stable labor relations in District agencies (9 Measures)</b>									
Percentage of timely disposition of FY '18 Unfair Labor Practice and Standard of Conduct cases by decision and order, withdrawal, dismissal or settlement	<input type="checkbox"/>	Not available	Not available	Not Available	Not Available	Not Available	50%	100%	50%
Percent of FY '10- FY '17 Unfair Labor Practice and Standard Of Conduct cases resolved	<input checked="" type="checkbox"/>	Not available	Not available	Not Available	Not Available	New Measure	New Measure	20%	75%
Percentage of timely disposition of FY '18 Representation cases	<input type="checkbox"/>	Not available	Not available	Not Available	Not Available	Not Available	50%	100%	50%
Percentage of timely disposition of FY '18 Negotiability Appeal cases	<input type="checkbox"/>	Not available	Not available	Not Available	Not Available	Not Available	50%	50%	50%
Percentage of timely disposition of FY '18 Arbitration Review Requests	<input type="checkbox"/>	Not available	Not available	Not Available	Not Available	Not Available	50%	62.5%	50%
Resolve all FY '08-FY '13 Unfair Labor Practice and	<input type="checkbox"/>	Not	Not	Not	Not	Not	50%	85.2%	100%

Standard of Conduct cases	<input type="checkbox"/>	available	available	Available	Available	Available			
Percentage of disposition of cases by Board Decision	<input type="checkbox"/>	Not available	Not available	Not Available	Not Available	Not Available	28.8%	47.1%	50%
Percentage of timely disposition of FY '18 Compensation Negotiation Impasse Cases	<input type="checkbox"/>	Not available	Not available	Not Available	Not Available	Not Available	50%	100%	50%
Percentage of timely disposition FY '18 Non-compensation Negotiation Impasse cases	<input type="checkbox"/>	Not available	Not available	Not Available	Not Available	Not Available	50%	100%	50%
<b>2 - Offer labor relations training and resources to managers and union representatives for a better understanding of their roles and responsibilities (2 Measures)</b>									
Percent of training, outreach and facilitation activities conducted	<input type="checkbox"/>	Not available	Not available	100%	100%	100%	100%	100%	100%
Percentage of participants involved in training, outreach and facilitation activities	<input type="checkbox"/>	Not available	Not available	Not Available	Not Available	100%	100%	320%	100%
<b>3 - Assist parties to reach mutually agreed resolutions of labor disputes to promote harmony between unions and District agencies (2 Measures)</b>									
Percentage of cases settled in mediation	<input type="checkbox"/>	Not available	Not available	Not Available	Not Available	5.6%	75%	52%	25%
Percentage of FY '18 ULP and SOC cases sent to mediation within 30 days of the filing of a response	<input checked="" type="checkbox"/>	Not available	Not available	Not Available	Not Available	New Measure	New Measure	New Measure	New Measure

\*\*We've revisited a project to standardize District wide measures for the Objective "Create and maintain a highly efficient, transparent and responsive District government." New measures will be tracked in FY18 and FY19 and published starting in the FY19 Performance Plan.

## 2018 Operations

Operations Header	Operations Title	Operations Description	Type of Operations	# of Measures	# of Strategic Initiatives
<b>1 - Resolve cases efficiently to provide stable labor relations in District agencies (3 Activities)</b>					
PERFORMANCE MANAGEMENT	Decisions and Orders	Drafting opinions for Board approval	Daily Service	18	1
LEGAL SUPPORT	Conduct Hearings	A Hearing before a Hearing Examiner to gather facts for determining whether an Unfair Labor Practice has been committed	Daily Service	1	0
LEGAL SUPPORT	Conduct Elections	Allow employees to choose union representation	Daily Service	0	0
TOT				19	1

2 - Offer labor relations training and resources to managers and union representatives for a better understanding of their roles and responsibilities (1 Activity)					
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	4	1
TOT				4	1
3 - 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	2	1
TOT				2	1
<b>TOT</b>				<b>25</b>	<b>3</b>

## 2018 Workload Measures

Measure	New Measure/ Benchmark Year	FY 2014 Actual	FY 2015 Actual	FY2016 Actual	FY 2017 Actual
<b>1 - Conduct Hearings (1 Measure)</b>					
Number of Unfair Labor Practice and Standard of Conduct Cases Filed	✓	Not available	Not Available	38	35
<b>1 - Decisions and Orders (18 Measures)</b>					
Number of Cases Closed by Board Decision	<input type="checkbox"/>	Not available	Not Available	38	47.1
Total Number of Cases Filed with PERB	<input type="checkbox"/>	Not available	Not Available	81	61
Number of Arbitration Review Requests filed	✓	Not available	Not Available	16	7
Number of FY '18 Arbitration Review Requests resolved within 120 days of filing	✓	Not available	Not Available	New Measure	New Measure
Number of FY '18 Unfair Labor Practice and Standard of Conduct Cases resolved within 300 days of filing	✓	Not available	Not Available	New Measure	New Measure
Number of FY '18 Unfair Labor Practice and Standard of Conduct Cases resolved	✓	Not available	Not Available	New Measure	New Measure

Number of FY '18 Arbitration Review Requests Resolved	✓	Not available	Not Available	New Measure	New Measure
Number of cases closed in FY '18	✓	Not available	Not Available	New Measure	New Measure
Number of FY '10 - FY '17 Unfair Labor and Standard of Conduct cases Resolved	✓	Not available	Not Available	New Measure	New Measure
Number of FY '10 - FY '17 Unfair Labor and Standard of Conduct cases open	✓	Not available	Not Available	New Measure	New Measure
Number of FY '18 Representation cases closed	✓	Not available	Not Available	New Measure	New Measure
Number of FY '18 Representation cases resolved through withdrawal, election, issuance of decision and order within 240 days of the filing date	✓	Not available	Not Available	New Measure	New Measure
Number of FY '18 Negotiability cases closed	✓	Not available	Not Available	New Measure	New Measure
Number of FY '18 Negotiability cases resolved within 120 days of the filing date	✓	Not available	Not Available	New Measure	New Measure
Number of FY '18 Non-compensation Negotiation Impasse cases resolved within 240 days of notice filing	✓	Not available	Not Available	New Measure	New Measure
Number of FY '18 Non-compensation Negotiation Impasse cases closed	✓	Not available	Not Available	New Measure	New Measure
Number of FY '18 Compensation Negotiation Impasse cases resolved within 240 days of notice filing	✓	Not available	Not Available	New Measure	New Measure
Number of FY '18 Compensation Negotiation Impasse cases closed	✓	Not available	Not Available	New Measure	New Measure
<b>2 - PERB Labor Relations Institute (4 Measures)</b>					
Second Tuesdays at PERB-Employee Training	<input type="checkbox"/>	Not available	Not Available	8	8
Number of participants involved in training, outreach and facilitation activities	✓	Not available	Not Available	60	192
Number of training sessions planned for FY '18	✓	Not available	Not Available	New Measure	New Measure
Number of training participants invited	✓	Not available	Not Available	New Measure	New Measure
<b>3 - Mediation (2 Measures)</b>					

Number of cases Settled/Withdrawn in mediation	✓	Not available	Not Available	62	36
Number of cases sent to mediation	✓	Not available	Not Available	New Measure	New Measure

▼ Initiatives

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
Educational Resources	Provided educational resources to District's managers, union representatives and employees to encourage a collegial labor relations environment.	09-30-2018
Mediation	Attempt to assist parties to resolve labor relations disputes on their own prior of litigation.	09-30-2018