



PUBLIC EMPLOYEE RELATIONS BOARD

FY 2022 PERFORMANCE AND ACCOUNTABILITY REPORT

JANUARY 15, 2023

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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 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.

2 2022 ACCOMPLISHMENTS

Accomplishment	Impact on Agency	Impact on Residents
PERB conducted 7 labor/management training sessions, including a special film presentation for black history month on the 1968 Memphis Sanitation Strike.	In some situations, education and knowledge decreases the number of cases filed.	The training sessions assisted managers and union officials to understand their role in an union environment and promotes labor peace and amicable relationships.
All PERB attorneys received a week-long mediation training.	In certain circumstances, PERB attorneys can conduct mediations that preserve agency resources.	No direct impact on residents.
PERB conducted 20 mediations in FY2022 resulting in 7 settlements.	With each settlement, no hearing is required, thus saving PERB resources.	Mediations allow 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 mutual agreement that is satisfactory to both parties.

3 2022 OBJECTIVES

Strategic Objective	Number of Measures	Number of Operations
Resolve cases efficiently to provide stable labor relations in District agencies.	3	2
Assist parties to reach mutually agreed resolutions of labor disputes to promote harmony between unions and District agencies	1	1
Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities to District government managers and union representatives.	1	2
Maintain a system to allow the public to have access to all decisions rendered by PERB	2	1

4 2022 OPERATIONS

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

5 2022 STRATEGIC INITIATIVES

In FY 2022, Public Employee Relations Board had 1 Strategic Initiatives and completed 100%.

Title	Description	Completion to Date	Update	Explanation for Incomplete Initiative
In FY22, PERB will eliminate vendor-supplied, off-site document storage to decrease administrative cost.	The agency will achieve this administrative cost decrease by auditing stored paper files, destroying files not required by the agency's record retention policy, and temporarily relocating the required paper files to the agency's library.	Complete	PERB has closed its off-site vendor account and no longer will be using the service.	

6 2022 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

Key Performance Indicators

Measure	Directionality	FY 2020	FY 2021	FY 2022 Target	FY 2022 Q1	FY 2022 Q2	FY 2022 Q3	FY 2022 Q4	FY 2022	Was 2022 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	42.3%	72.2%	60%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	70%	Met	
Percent of cases not requiring a hearing that are resolved within 120 days	Up is Better	52.9%	70.8%	75%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	71.4%	Nearly Met	
Percent of cases referred to the Board with a Decision within 120 days	Up is Better	96.8%	100%	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	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	New in 2022	New in 2022	Annual Measure	Annual Measure	Annual Measure	Annual Measure	60%	-	
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	4	12	8	Annual Measure	Annual Measure	Annual Measure	Annual Measure	11	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	54.8%	100%	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met	
Percent of decisions uploaded to PERB's website within 60 days	Up is Better	74.2%	100%	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met	

Workload Measures

Measure	FY 2020	FY 2021	FY 2022 Q1	FY 2022 Q2	FY 2022 Q3	FY 2022 Q4	FY 2022
Decisions and Orders							
Number of total cases closed in Fiscal Year	47	71	Annual Measure	Annual Measure	Annual Measure	Annual Measure	50
Number of total cases filed with PERB in Fiscal Year	55	58	Annual Measure	Annual Measure	Annual Measure	Annual Measure	48
Number of Arbitration Review Requests filed with PERB in Fiscal Year	8	10	Annual Measure	Annual Measure	Annual Measure	Annual Measure	9
Number of cases that held a hearing in Fiscal Year	9	6	Annual Measure	Annual Measure	Annual Measure	Annual Measure	5
Number of Representation cases filed with PERB in Fiscal Year	2	6	Annual Measure	Annual Measure	Annual Measure	Annual Measure	2
Number of Negotiability cases filed with PERB in Fiscal Year	0	4	Annual Measure	Annual Measure	Annual Measure	Annual Measure	2
Number of Non-Compensation Negotiation Impasse cases filed with PERB in Fiscal Year	0	1	Annual Measure	Annual Measure	Annual Measure	Annual Measure	2
Number of motions for reconsideration of Board decisions filed	6	7	Annual Measure	Annual Measure	Annual Measure	Annual Measure	5
Number of Compensation Negotiation Impasse cases filed with PERB in Fiscal Year	1	1	Annual Measure	Annual Measure	Annual Measure	Annual Measure	5
Number of Enforcement Petitions filed in Fiscal Year	4	8	Annual Measure	Annual Measure	Annual Measure	Annual Measure	0
Number of Standards of Conduct Complaints filed in Fiscal Year	6	1	Annual Measure	Annual Measure	Annual Measure	Annual Measure	5
Number of Unfair Labor Practice Complaints filed in Fiscal Year	34	27	Annual Measure	Annual Measure	Annual Measure	Annual Measure	22
Mediation							
Number of mediations conducted	New in 2022	New in 2022	Annual Measure	Annual Measure	Annual Measure	Annual Measure	20
Trainings							
Number of participants who completed training, outreach and facilitation activities	73	235	Annual Measure	Annual Measure	Annual Measure	Annual Measure	192
Publishing							
Number of cases published in the D.C. Register	31	38	Annual Measure	Annual Measure	Annual Measure	Annual Measure	24
Number of cases uploaded to PERB's website	29	38	Annual Measure	Annual Measure	Annual Measure	Annual Measure	23