

# Office of Labor Relations and Collective Bargaining FY2021

Agency Office of Labor Relations and Collective Bargaining

Agency Code NA

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.

## Strategic Objectives

Objective Number	Strategic Objective
1	Work proactively with agencies to mediate, settle, or litigate cases to serve the public interest.
2	Provide advice and counsel to the Mayor and District departments, offices and agencies concerning all aspects of labor relations and collective bargaining.
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.
4	Foster strong relations with labor partner.
5	Maintain a highly efficient, transparent, and responsive District Government.

## Key Performance Indicators

Measure	Directionality	FY 2018 Actual	FY 2019 Actual	FY 2020 Actual	FY 2021 Target
<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Percent of cases closed (withdrawn, settled, or reached judgement)	Up is Better	New in 2020	New in 2020	16.5%	30%
Percent of cases litigated to decision	Up is Better	New in 2020	New in 2020	22.1%	35%
Percent of cases that resulted in award of attorney's fees	Up is Better	New in 2020	New in 2020	0%	35%

## Operations

Operations Header	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	Negotiations	Negotiates collective bargaining agreements in the best interest of the public.	Daily Service
Litigation	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>			
Administrative and Program Support	Case Management	Manages labor relations data and information.	Daily Service
Negotiations and Contract Administration	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>			

Operations Header	Operations Title	Operations Description	Type of Operations
Administrative and Program Support	Training	Citywide Training	Daily Service
<b>4 - Foster strong relations with labor partner. (1 Activity)</b>			
Administrative and Program Support	Engagement and Outreach	Relationship building and collaboration with labor partners .	Daily Service

## Workload Measures

Measure	FY 2018 Actual	FY 2019 Actual	FY 2020 Actual
<b>1 - Litigation (2 Measures)</b>			
Number of cases opened	New in 2020	New in 2020	162
Number of new cases referred to OLR CB during the fiscal year	New in 2020	New in 2020	177
<b>1 - Negotiations (3 Measures)</b>			
Number of cases settled	New in 2020	New in 2020	12
Number of cases pending at start of fiscal year	146	146	584
Number of cases closed (withdrawn, settled, or reached judgment)	50	61	16

## Strategic Initiatives

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
<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	09-30-2021
<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.	09-30-2021