Public Employee Relations Board FY2021

Agency	Public Employee Relations Board
Agency Code	CG0
Fiscal Year	2021

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.

▾ 2021 Accomplishments

Accomplishment	Impact on Agency	Impact on Residents
PERB conducted 12 labor/management training sessions. Seven sessions were conducted as part of the Second Tuesdays at PERB training program. One covering PERB Rules was presented by PERB attorneys. Four were conduct at the request of FEMS for its managers.	In some situations, education and knowledge decreases the number of cases filed.	The training sessions assist managers and union officials to understand their roles in an union environment and promotes labor peace and amicable relationships.

▾ 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
1 - Resolve cases efficiently to provide stable labor relations in District agencies. (3 Measures)											
Percent of cases requiring a hearing that are resolved within 300 days	Annually	63.2%	42.3%	50%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	72.2%	Met	
Percent of cases not requiring a hearing that are resolved within 120 days	Annually	New in 2020	52.9%	75%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	70.8%	Nearly Met	Several cases did not meet the 120-day goal due to staffing shortages. Several other cases did not meet the 120-day goal because the parties were negotiating a settlement in the cases, which lengthened the amount of time they were open at the agency.
Percent of cases referred to the Board with a Decision within 120 days	Annually	New in 2020	96.8%	90%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met	
2 - Assist parties to reach mutually agreed resolutions of labor disputes to promote harmony between unions and District agencies (2 Measures)											
Number of mediations conducted	Annually	New in 2020	12	40	Annual Measure	Annual Measure	Annual Measure	Annual Measure	18	Unmet	This KPI should not have had a target, because it is dependent upon the number and types of cases parties outside of the agency file.

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
Number of settlements resulting from mediation	Annually	New in 2020	7	12	Annual Measure	Annual Measure	Annual Measure	Annual Measure	10	Unmet	This KPI should not have had a target, because it is dependent upon the number and types of cases parties outside of the agency file.
3 - 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 Measure)											
Number of training sessions conducted	Annually	New in 2020	4	8	Annual Measure	Annual Measure	Annual Measure	Annual Measure	12	Met	
4 - Maintain a system to allow the public to have access to all decisions rendered by PERB (2 Measures)											
Percent of decisions uploaded to PERB's website within 60 days	Annually	New in 2020	74.2%	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met	
Percent of Board decisions published in the D.C Register within 60 days of issuance	Annually	New in 2020	54.8%	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met	

🔽 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
1 - Decisions and Orders (12 Measures)							
Number of Unfair Labor Practice Complaints filed in Fiscal Year	New in 2020	34	Annual Measure	Annual Measure	Annual Measure	Annual Measure	27
Number of Standards of Conduct Complaints filed in Fiscal Year	New in 2020	6	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1
Number of Enforcement Petitions filed in Fiscal Year	New in 2020	5	Annual Measure	Annual Measure	Annual Measure	Annual Measure	8
Number of motions for reconsideration of Board decisions filed	New in 2020	6	Annual Measure	Annual Measure	Annual Measure	Annual Measure	7
Number of total cases closed in Fiscal Year	58	47	Annual Measure	Annual Measure	Annual Measure	Annual Measure	71
Number of total cases filed with PERB in Fiscal Year	51	56	Annual Measure	Annual Measure	Annual Measure	Annual Measure	58
Number of Arbitration Review Requests filed with PERB in Fiscal Year	11	8	Annual Measure	Annual Measure	Annual Measure	Annual Measure	10
Number of cases that held a hearing in Fiscal Year	12	5	Annual Measure	Annual Measure	Annual Measure	Annual Measure	6
Number of Representation cases filed with PERB in Fiscal Year	2	2	Annual Measure	Annual Measure	Annual Measure	Annual Measure	6
Number of Negotiability cases filed with PERB in Fiscal Year	1	0	Annual Measure	Annual Measure	Annual Measure	Annual Measure	4
Number of Non-Compensation Negotiation Impasse cases filed with PERB in Fiscal Year	2	0	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1
Number of Compensation Negotiation Impasse cases filed with PERB in Fiscal Year	1	1	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1
3 - Trainings (1 Measure)							

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 participants who completed training, outreach and facilitation activities	253	73	Annual Measure	Annual Measure	Annual Measure	Annual Measure	235
4 - Publishing (2 Measures)							
Number of cases uploaded to PERB's website	New in 2020	29	Annual Measure	Annual Measure	Annual Measure	Annual Measure	38
Number of cases published in the D.C. Register	New in 2020	31	Annual Measure	Annual Measure	Annual Measure	Annual Measure	38

2021 Operations

Operations Title	Operations Description	Type of Operations
1 - Resolve cases efficiently to provide stable labor relations in District agencies. (2 Activities)		
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
2 - Assist parties to reach mutually agreed resolutions of labor disputes to promote harmony between unions and District agencies (1 Activity)		
Mediation	Dispute resolution that may reduce time and cost traditionally associated with these disputes and identify mutually agreeable solutions.	Daily Service
3 - Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities to District government managers and union representatives. (2 Activities)		
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
4 - Maintain a system to allow the public to have access to all decisions rendered by PERB (1 Activity)		
Publishing	PERB will publish Decisions and Orders in a timely fashion for public distribution.	Daily Service