

OFFICE OF LABOR RELATIONS & COLLECTIVE BARGAINING

Executive Office of the Mayor

GOVERNMENT OF THE DISTRICT OF COLUMBIA



February 11, 2015

Phil Mendelson, Chairman
Council of the District of Columbia
1350 Pennsylvania Avenue, N.W.
Washington, DC 20004

Dear Mr. Mendelson:

By letter dated January 28, 2015, you posed the following questions. As directed, answers to these questions have been inserted into the text unless you directed that the answer take the form of an attachment.

1. Please provide, as an attachment to your answers, a current organizational chart for your agency with the number of vacant and filled FTEs marked in each box. Include the names of all senior personnel, if applicable. Also include the effective date on the chart.

Response: Please see Attachment 1

2. Please provide, as an attachment, a Schedule A for your agency which identifies all employees by title/position, current salary, fringe benefits, and program office as of January 26, 2015. The Schedule A also should indicate any vacant positions in the agency. Please do not include social security numbers.

Response: Please see Attachment 2

3. Please list all employees detailed to or from your agency, if any. For each employee identified, please provide the name of the agency the employee is detailed to or from, the reason for the detail, the date of the detail, and the employee's projected date of return.

Response: No employees are on detail to or from OLRCB.

4. (a) For fiscal year 2014, please list each employee whose salary was \$110,000 or more. For each employee listed provide the name, position title, salary, and amount of any overtime and/or bonus pay.

Response: Please see chart below for response to Question 4(a)

FY 2014 Salary \$110,000 or More

As of January 29, 2014			
Title	Name	Salary	Overtime/and or Bonus Pay
Director , LRCB	Natasha Campbell	154,500	None
SUPERVISORY ATTORNEY ADVISOR	Dean Aqui	120,711	None
SUPERVISORY ATTORNEY ADVISOR	Michael Levy	124,099	None
ATTORNEY ADVISOR	Repunzelle Bullock	114,552	None

(b) For fiscal year 2015, please list each employee whose salary is or was \$110,000 or more. For each employee listed provide the name, position title, salary, and amount of any overtime and/or bonus pay as of the date of your response.

Response: Please see chart below for response to Question 4(b)

FY 2015 Salary \$110,000 or More

As of January 26, 2015			
Title	Name	Salary	Overtime/and or Bonus Pay
INTERIM DIRECTOR/SUPERVISORY ATTORNEY ADVISOR	Dean Aqui	136,767	None
Director, LRCB	Vacant	159,135	None
SUPERVISORY ATTORNEY ADVISOR	Michael Levy	127,823	None
ATTORNEY ADVISOR	Kathryn Naylor	117,990	None
ATTORNEY ADVISOR	Repunzelle Bullock.	117,990	None

5. Please list, in descending order, the top 25 overtime earners in your agency for fiscal year 2014. For each, state the employee's name, position or title, salary, and aggregate overtime pay.

Response: OLRCB did not pay overtime to any employees in FY 2014.

6. For fiscal years 2013, 2014, and 2015 (to date), please provide a list of employee bonuses or special award pay granted that identifies the employee receiving the bonus or special pay, the amount received, and the reason for the bonus or special pay.

Response: No bonuses or special award pay were granted for FY 2013, 2014 and FY 2015 to date.

7. For fiscal year 2015 (to date), please list each employee separated from the agency with separation pay. State the amount and number of weeks equivalents. Also, for each, state the reason for the separation.

Response: No employees separated with separation pay.

8. For fiscal years 2013, 2014, and 2015 (to date), please state the total number of employees receiving worker's compensation payments.

Response: None.

9. For fiscal years 2014 and 2015 (to date), please list, in chronological order, all intra-District transfers to or from the agency.

Response: Please see chart below for response to Question 9

Memoranda of Understanding (MOU)				
Transferor	Transferee	Amount of MOU	Dates	Purpose of Reprogramming
Fiscal Year 2014				
Office of State Superintendent of Education	Office of Labor Relations and Collective Bargaining	\$225,000	10/1/2013	Intra-District for labor relations services
Fire and Emergency Medical Services	Office of Labor Relations and Collective Bargaining	\$10,000	10/1/2013	Intra-District for labor relations services
University of District of Columbia	Office of Labor Relations and Collective Bargaining	\$30,000	10/1/2013	Intra-District for labor relations services
District of Columbia Public Libraries	Office of Labor Relations and Collective Bargaining	\$70,000	10/1/2013	Intra-District for labor relations services
Not-For-Profit Hospital Corporation	Office of Labor Relations and Collective Bargaining	\$225,000	10/1/2013	Intra-District for labor relations services
Fiscal Year 2015				
Not-For-Profit Hospital Corporation	Office of Labor Relations and Collective Bargaining	\$300,000	10/1/2014	Intra-District for labor relations services
District of Columbia Public Libraries	Office of Labor Relations and Collective Bargaining	\$70,000	10/1/2014	Intra-District for labor relations services

District of Columbia Office of Administrative Hearings	Office of Labor Relations and Collective Bargaining	\$50,000	10/1/2014	Intra-District for labor relations services
Office of State Superintendent of Education	Office of Labor Relations and Collective Bargaining	\$225,000	10/1/2014	Intra-District for labor relations services

10. Please list, in chronological order, every reprogramming of funds into and out of the agency for fiscal years 2014 and 2015 (to date). Include a “bottom line” that explains the revised final budget for your agency. For each reprogramming, list the reprogramming number, the date, the amount, and the rationale.

Response: Please see chart below for response to Question 10

REPROGRAMMINGS				
Transferor	Transferee	Amount of MOU	Dates	Purpose of Reprogramming
Fiscal Year 2014				
DC DOT	AE0-OLRCB	\$122,923.99	3/20/2014	Position Transfer from DOT to OLRCB
OCTO	AE0-OCTO	\$225,000.00	5/12/2014	Reprogrammed O-Type Budget Authority
AE0-OLRCB	AE0-OLRCB	\$21,000.00	6/25/2014	Services for NFPHC
OBP	AE0-OLRCB	\$94,989.00	11/26/2013	FY 2014 COLA Allocation
Fiscal Year 2015				
NA				

11. For fiscal years 2014 and 2015 (to date), please identify any special purpose revenue funds maintained by, used by, or available for use by your agency. For each fund identified, provide: (1) the revenue source name and code; (2) the source of funding; (3) a description of the program that generates the funds; (4) the amount of funds generated annually by each source or program; and (5) expenditures of funds, including the purpose of each expenditure.

Response: Please see chart below for response to Question 11

Special Purpose Revenue							
Transferor	Transferee	Special Purpose Revenue	Dates	Fund Name	Code	Purpose of Expenditures	Purpose of the Special Purpose Revenue
Fiscal Year 2014							
Not-For-Profit Hospital Corporation	Office of the Chief Technology Officer	\$225,000.00	5/12/2014	Independent Agencies	0602	collective bargaining negotiations	O-Type Budget Authority
Fiscal Year 2015							
Not-For-Profit Hospital Corporation	Office of the Chief Technology Officer	\$225,000.00	2/11/15	Independent Agencies	0602	collective bargaining negotiations	O-Type Budget Authority

12. Please list all memoranda of understanding (MOU) either entered into by your agency or operational during fiscal years 2014 and 2015 (to date). For each, describe its purpose, indicate the date entered, and provide the actual or anticipated termination date.

Response: Please see chart below for response to Question 12

Memoranda of Understanding (MOU)				
Transferor	Transferee	Amount of MOU	Dates	Purpose of Reprogramming
Fiscal Year 2014				
Office of State Superintendent of Education	Office of Labor Relations and Collective Bargaining	\$225,000	10/1/2013	Intra-District for labor relations services
Fire and Emergency Medical Services	Office of Labor Relations and Collective Bargaining	\$10,000	10/1/2013	Intra-District for labor relations services
University of District of Columbia	Office of Labor Relations and Collective Bargaining	\$30,000	10/1/2013	Intra-District for labor relations services
District of Columbia Public Libraries	Office of Labor Relations and Collective Bargaining	\$70,000	10/1/2013	Intra-District for labor relations services

Not-For-Profit Hospital Corporation	Office of Labor Relations and Collective Bargaining	\$225,000	10/1/2013	Intra-District for labor relations services
Fiscal Year 2015				
Not-For-Profit Hospital Corporation	Office of Labor Relations and Collective Bargaining	\$300,000	10/1/2014	Intra-District for labor relations services
District of Columbia Public Libraries	Office of Labor Relations and Collective Bargaining	\$70,000	10/1/2014	Intra-District for labor relations services
District of Columbia Office of Administrative Hearings	Office of Labor Relations and Collective Bargaining	\$50,000	10/1/2014	Intra-District for labor relations services
Office of State Superintendent of Education	Office of Labor Relations and Collective Bargaining	\$225,000	10/1/2014	Intra-District for labor relations services

13. D.C. Law requires the Mayor and the Chief Financial Officer to submit to the Council, simultaneously with a proposed budget submission, actual copies of all agency budget enhancements requests, including the “Form B” for all District agencies (See D.C. Code § 47-318.05a). In order to help the Committee understand agency needs, and the cost of those needs for your agency, please provide as an attachment to your answers all budget enhancement requests submitted by your agency to the Mayor or Chief Financial Officer as part of the budget process for fiscal years 2014 and 2015.

Response: None were submitted.

14. Please list each grant or sub-grant received by your agency in fiscal years 2014 and 2015 (to date). List the date, amount, purpose of the grant or sub-grant received, and explain how the grant is allocated if it is a multi-year grant.

Response: No grants or sub-grants were received.

15. Please list all currently open capital projects for your agency as of the date of your response, including those projects that are managed or overseen by another agency or entity. Include a brief description of each, the total estimated cost, expenditures to date, the start and completion dates, and the current status of the project. Also, indicate which projects are experiencing delays and which require additional funding.

Response: There are no open capital projects for OLRCB.

16. Please list all pending lawsuits that name your agency as a party. Please identify which cases on the list are lawsuits that potentially expose the city to significant liability in terms of money and/or change in practices. The Committee is not asking for your judgment as to the city's liability; rather, we are asking about the extent of the claim. For those claims identified, please include an explanation about the issues for each case.

Response: There are no pending lawsuits that name OLRCB as a party.

17. (a) Please list and describe any investigations, studies, audits, or reports on your agency or any employee of your agency that were completed at any time since October 1, 2011.

Response: (a) Based on a complaint to the Office of the Inspector General in 2013 complaining that the OLRCB and then-Director Natasha Campbell abused their authority by failing to recognize Takisha Brown as the Chairperson of the Fraternal Order of Police Labor Committee (FOP) when, relying on precedent of the Public Employee Relations Board, OLRCB made a decision not to recognize Ms. Brown based on information provided to OLRCB by other members of the FOP Executive Board. The inspector general conducted an investigation and found no wrongdoing on the part of Director Campbell or the OLRCB. This is the only investigation, study or report responsive to this question during the relevant time period.

- (b) Please list and describe any ongoing investigations, audits, or reports of your agency or any employee of your agency.

Response:

(b) There are no ongoing investigations audits or reports.

18. Please list, in chronological order, all employee grievances filed against your agency in fiscal years 2014 and 2015 (to date). Also, list any earlier grievance that is still pending in any judicial forum. For each, give a brief description of the matter as well as the current status.

Response: None exists.

19. In table format, please list the following for fiscal years 2013, 2014, and 2015 (to date) regarding the agency's use of SmartPay (credit) cards for agency purchases: (1)

individuals (by name and title/position) authorized to use the cards; (2) purchase limits (per person, per day, etc.); and (3) total spent (by person and for the agency).

Response:

Fiscal Year 2013

Employee	Title/Position	Total Expense	Daily Purchase
Denise Richardson	Executive Assistant	\$63,182.29	\$2,500

Fiscal Year 2014

Employee	Title/Position	Total Expense	Daily Purchase
Mary Redfearn	Executive Assistant	\$18,642.68	\$2,500

Fiscal Year 2015

Employee	Title/Position	Total Expense	Daily Purchase
Mary Redfearn	Executive Assistant	\$20,231.31	\$5,000

20. (a) In table format, please provide the following information for fiscal years 2013, 2014, and 2015 (to date), regarding your agency's use of cellular phones and mobile devices: (1) individuals (by name and title/position) authorized to carry and use such devices; (2) total annual expense (FY) for each individual's use; and (3) justification for such use (per person). If the list is more than one page in length, you may provide it as an attachment.

OLRCB EMPLOYEE CELL PHONE

Fiscal Year 2013

Name	Position Title	Cellular Phone	I-Pad	Total Spent
Natasha Campbell	Director	\$780 (\$65 per month) Oct 1, 2012-Sept. 30, 2013	\$419.88	\$1199.88
Dean AQUI	Supervisory Attorney Advisor	\$780 (\$65 per month) Oct 1, 2012-Sept. 30, 2013	N/A	\$780.00
Michael Levy	Supervisory Attorney Advisor	\$780 (\$65 per month) Oct 1, 2012-Sept. 30, 2013	N/A	\$780.00
Jonathan O'Neil	Supervisory Attorney Advisor	\$780 (\$65 per month) Oct 1, 2012-Jan 31, 2013	N/A	\$195.00

Fiscal Year 2014

Name	Position Title	Cellular Phone	I-Pad	Total Spent
Natasha Campbell	Director	\$780 (\$65 per month) Oct 1, 2013-Jan 31, 2014	\$349.90 (\$34.99) Oct. 1, 2013-July 25, 2014	\$999.90

Dean Aquí	Supervisory Attorney Advisor	\$780 (\$65 per month) Oct 1, 2013-Jan 31, 2014	\$419.88 (\$34.99) Oct. 1, 2013-Sept. 30, 2014	\$1199.88
Michael Levy	Supervisory Attorney Advisor	\$780 (\$65 per month) Oct 1, 2013-Jan 31, 2014	\$419.88 (\$34.99) Oct. 1, 2013-Sept. 30, 2014	\$1199.88
Katherine Naylor	Attorney Advisor	\$780 (\$65 per month) Oct. 1, 2012-Jan. 31, 2013	N/A	\$780

Fiscal Year 2015

Name	Position Title	Cellular Phone	I-Pad	Total Spent
Dean Aquí	Supervisory Attorney Advisor	\$325 (\$65 per month) Oct 1, 2013-Feb. 1, 2015	\$174.44 (\$34.99) Oct. 1, 2014-Feb. 1, 2015	\$499.44
Michael Levy	Supervisory Attorney Advisor	\$325 (\$65 per month) Oct 1, 2013-Feb. 1, 2015	\$174.44 (\$34.99) Oct. 1, 2014-Feb. 1, 2015	\$499.44
Katherine Naylor	Attorney Advisor	\$325(\$65 per month) Oct. 1, 2014-Feb. 1, 2015	N/A	\$325.00
Repunzelle Bullock	Attorney Advisor	\$325 (\$65 per month) Oct. 1, 2014-Feb. 1, 2015	N/A	\$325.00

(b) Please describe how your agency manages and limits its mobile, voice, and data costs, including cellular phones and mobile devices.

Response: The agency limits cellular phones to Management and Supervisory staff only.

21. (a) Does your agency have or use one or more government vehicles? If so, for fiscal years 2013, 2014, and 2015 (to date), please list these vehicles. You may group the vehicles by category (e.g., 15 sedans, 33 pick-up trucks, three transport buses, etc.).

Response: OLRCB does not have or use any government vehicle.

(b) Please list all vehicle accidents involving your agency's vehicles for fiscal years 2013, 2014, and 2015 (to date). Provide: (1) a brief description of each accident; (2) the type of vehicle involved; (3) the justification for using such vehicle; (4) the name and title/position of the driver involved; and (5) whether there was a finding of fault and, if so, who was determined to be at fault.

Response: N/A

22. D.C. Law requires the Mayor to pay certain settlements from agency operating budgets if the settlement is less than \$10,000 or less than two years old (see D.C. Code § 2-402(a)(3)). Please itemize each charge-back to your agency for a settlement or judgment pursuant to D.C. Code § 2-402.

Response: There are no charge backs to OLRCB for settlements or judgments.

23. (a) D.C. Law prohibits chauffeurs, take-home vehicles, and the use of SUVs (see D.C. Code §§ 50-203 and 50-204). Is your agency in compliance with this law? Please explain any exceptions.

(b) If there are exceptions, please provide the following: (1) type of vehicle (make, model, year); (2) individuals (name/position) authorized to have the vehicle; (3) jurisdictional residence of the individual (e.g., Bowie, MD); and (4) justification for the chauffeur or take-home status.

Response: OLRCB is in compliance with this law.

24. In table format, please provide the following information for fiscal years 2013, 2014, and 2015 (to date) regarding your agency’s authorization of employee travel: (1) individuals (by name and title/position) authorized to travel outside the District; (2) total expense for each trip (per person, per trip, etc.); and (3) justification for the travel (per person).

OLRCB Travel
Fiscal Year 2013

Name	Position Title	Total Expense	Location	Conference
No travel related expenses	N/A	N/A	N/A	

Fiscal Year 2014

Name	Position Title	Total Expense	Location	Conference
Dion Black	Attorney Advisor	\$525.00	Baltimore, MD	Labor Law & Labor Arbitration
Repunzelle Bullock	Attorney Advisor	\$525.00	Baltimore, MD	Labor Law & Labor Arbitration
Vincent Harris	Attorney Advisor	\$525.00	Baltimore, MD	Labor Law & Labor Arbitration
Michael Hathaway	Attorney Advisor	\$525.00	Baltimore, MD	Labor Law & Labor Arbitration
Kevin Stokes	Attorney Advisor	\$525.00	Baltimore, MD	Labor Law & Labor Arbitration

Fiscal Year 2015

Name	Position Title	Total Expense	Location	Conference
N/A	N/A	N/A	N/A	

- 25. Please provide and itemize, as of January 26, 2015, the current number of When Actually Employed (WAE), term, and contract personnel within your agency. If your agency employs WAE or term personnel, please provide, in table format, the name of each employee, position title, the length of his or her term, the date on which he or she first started with your agency, and the date on which his or her current term expires.

Response: OLRCB has no WAE personnel. It has three (3) term employees (see chart below). There is one contractor.

OLRCB Term Employee
Fiscal Year 2015

Employee	Title/Position	Length of Current Term	Start Date	NTE
Vincent Harris	Attorney Advisor	4 months	12/16/2013	5/15/2015
William Montross (Contractor)	Labor Economist	4 months	11/07/2014	3/01/2015
Michale Sheckleford Tallon	Attorney Advisor	13 months	10/06/2014	11/10/2015
Adessa Barker	Attorney Advisor	13 months	10/20/2014	11/28/2015

- 26. Please provide, as an attachment, a copy of your agency’s current annual performance plan as submitted to the Office of the City Administrator.

Response: OLRCB’s current performance plan is attached as Attachment 3.

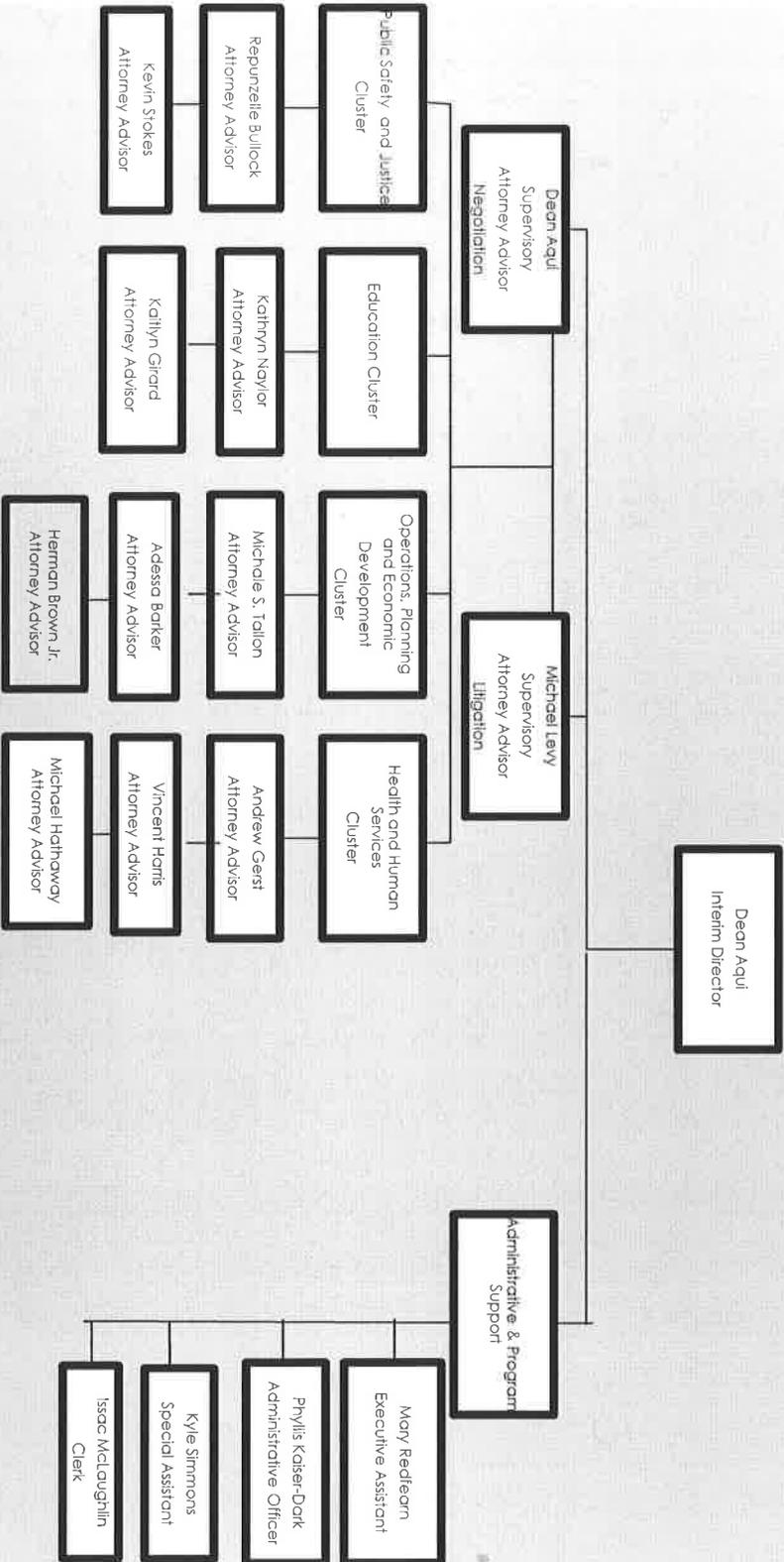
- 27. What are your top five priorities for the agency? Please provide a detailed explanation for how the agency expects to achieve or work toward these priorities in fiscal years 2015 and 2016.

Response: The top five priorities are: (1) negotiate a successor agreement for Local 36, IAFF, representing our firefighters; (2) bring closure to the two DCNA contracts; (3) bring closure to the two outstanding NFPHC contracts; (4) reduce the number of unions representing blue collar workers at DGS from six to one; and (5) propose legislation to reduce litigation costs.

Sincerely,

Dean S. Aqui
Interim Director

Answer to Question 1
Office of Labor Relations & Collective Bargaining
Organization Chart
2/2/15



**Office of Labor Relations and Collective Bargaining
Schedule A (As of February 6, 2015)**

Title	Name	Vac Stat	Salary	Fringe Range	Department Name
ATTORNEY ADVISOR	NAYLOR,KATHRYN A.	F	117990	29,498	Negotiations & Litigation
ADMIN OFFICER	Kaiser Dark,Phyllis	F	82770	20,693	Administrative Support
ATTORNEY ADVISOR	Girard,Kaitlyn A	F	83198	20,800	Negotiations & Litigation
ATTORNEY ADVISOR	Stokes,Kevin Maurice	F	94298	23,575	Negotiations & Litigation
ATTORNEY ADVISOR	Johnson,Repunzelle R.	F	117990	29,498	Negotiations & Litigation
SUPERVISORY ATTORNEY ADVISOR	Aqui,Dean S	F	136767.19	34,192	Negotiations & Litigation
ATTORNEY ADVISOR	Harris,Vincent D	F	72295	18,074	Negotiations & Litigation
ATTORNEY ADVISOR	Hathaway,Charles Michael	F	83198	20,800	Negotiations & Litigation
Director, LRCB		V	159,135	39,783	Negotiations & Litigation
ATTORNEY ADVISOR	Barker,Adessa A	F	69961	17,490	Negotiations & Litigation
SUPERVISORY ATTORNEY ADVISOR	Levy,Michael D	F	127822.54	31,956	Negotiations & Litigation
EXECUTIVE ASST	Redfearn,Mary E.	F	72480	18,120	Administration Support
ATTORNEY ADVISOR	Sheckleford Tallon,Michale A.	F	69961	17,490	Negotiations & Litigation
Special Assistant	Simmons,Kyle E	F	72480	18,120	Administrative Support
Clerk	Mclaughlin,Issac	F	29613	7,403	Administrative Support
ATTORNEY ADVISOR	Gerst,Andrew	F	76963	19,241	Negotiations & Litigation
Attorney Advisor	Brown,Herman	F	81631	20,408	Negotiations & Litigation



**FY 2015 PERFORMANCE PLAN
Office of the City Administrator**

MISSION

The mission of the Office of the City Administrator (OCA) is to facilitate the effective and efficient implementation of the Mayor's policies by providing leadership, support, and oversight of District government agencies.

SUMMARY OF SERVICES

Provides oversight and support to the Deputy Mayors and increases government effectiveness with cross-agency and targeted improvement initiatives, including the integration of strategic policy priorities, budgetary constraints, and operational directives. The City Administrator manages the city's Performance Management activity and organizes multi-agency accountability sessions with the Mayor. OCA also includes the Office of Labor Relations and Collective Bargaining (OLRCB), which represents the District of Columbia as the principal management advocate during labor negotiations and in administering the District's Labor Relations activities.

PERFORMANCE PLAN DIVISIONS:

- City Administrator
- Labor Relations and Collective Bargaining
- Agency Management¹

AGENCY WORKLOAD MEASURES

Measure	FY 2012 Actual	FY 2013 Actual	FY 2014 YTD
Total number of Fiscal Year Performance Plans monitored and tracked	71	70	
Total number of agency Key Performance Indicators monitored and tracked	1,372	1,431	
Total number of agency Initiatives monitored and tracked	1,059	1,154	
Total Number of collective bargaining agreements with agencies under the Mayor's personnel authority ²	43	43	40 ³

¹ For the purposes of the FY15 Performance Plan, Agency Management (1000) is included in the City Administrator (2000) division.

² OLRCB does not have responsibility to negotiate working conditions for the Fraternal Order of Police at the Metropolitan Police Department (MPD) or the seven collective bargaining agreements applicable to employees at the Department of Behavioral Health. Nevertheless, ORLCB still engages with each District government agency in labor negotiations.

³ The numbers are reduced by three because two Teamster contracts at the Public Schools (Custodians and Attendance Counselors) were merged into one, and two AFSCME Locals merged with the AFSCME Master Agreement.



Total compensation collective bargaining agreements	21	21	20 ⁴
Total non-compensation collective bargaining agreements	43	43	40 ⁵

Labor Relations and Collective Bargaining (OLRCB)

SUMMARY OF SERVICES

The Office of Labor Relations and Collective Bargaining is the Mayor's principal representative in labor relations and collective bargaining matters. Its core mission is to administer a comprehensive and centralized labor relations program for all agencies under the Mayor's personnel authority. In administering the labor relations program, OLRCB staff negotiate collective bargaining agreements, represent management in related labor litigation, including arbitrations and unfair labor practice allegations, provides training necessary to minimize litigation and associated costs and ensures the effective administration of labor relations contractual and legal obligations. They continuously interact with senior leadership, directors, managers and supervisors, management labor liaisons and union leaders. The ultimate goal of the OLRCB is to administer the labor relations and collective bargaining program within the statutory framework and allocated budget while enhancing efficiency of government operations and without infringing on employee rights

OBJECTIVE 1: Effectively administer the labor relations program by engaging in good faith with duly elected and authorized employee labor representatives.

INITIATIVE 1:1: -Monitor DC Court of Appeals litigation addressing attempt to reconcile the split in the Superior Court's decisions regarding the application of the Revised Uniform Arbitration Act and its supposed displacement by the CMPA.

The litigation related to this initiative has been completed, pending a decision of the D.C. Court of Appeals *en banc*. Once a decision is issued the OLRCB will review and work with the Office of the Attorney General to ensure the District's position is reconciled, including the filing of any required appeal. **Completion Date: December 2014.**

INITIATIVE 1:2: Reduce litigation costs.

Labor litigation costs negatively impact the District's budget and in some cases these costs can often be avoided if (1) agencies review and comply with the collective bargaining agreements and (2) seek OLRCB advice and counsel before making decisions that impact union employees. In an effort to reduce litigation costs OLRCB will enhance its case assessment procedures by notifying the City Administrator monthly of cases that OLRCB believes should be settled, should an agency disagree with OLRCB's recommendation to settle. In such cases, the City Administrator will direct OLRCB to proceed with the hearing or settle the case. This process has been implemented and

⁴ Two Teamsters contracts at DCPS were combined.

⁵ Two Teamsters Contracts were combined and two AFSCME Locals merged with the AFSCME Master Agreement.



communicated to all affected agencies during the most recent Labor Liaison Forum in June 2014. Current data indicates that formalizing and compliance with this process should result in a reduction in litigation costs. **Completion Date: September 2015.**

INITIATIVE 1:3: Increase the speed at which arbitration hearings are scheduled and conducted by focusing on keeping cases moving or encouraging withdrawal, where appropriate.

The OCA is committed to timely resolving labor disputes. To that end, the OLRCB will be proactive in its approach and management of cases and ensure that arbitration and unfair labor practice hearings are completed as expeditiously as possible, by proactively demanding withdrawal of arbitration demands if the requisite arbitration panel has not been requested from the Federal Mediation and Conciliation Services or the American Arbitration Association and confirming management witnesses availability early to avoid extension of hearings. To date OLRCB has been successful in having 5 out of 8 cases either withdrawn or administratively dismissed by PERB. OLRCB will similarly address 15 dormant cases in FY 2015. **Completion Date: September 30, 2015.**

INITIATIVE 1:4: Achieve compliance with the statutory mandate to negotiate compensation and working conditions agreements at the same time.

Draft legislation to effectuate the current statutory mandate that compensation and working conditions agreements be negotiated at the same time. The problem has been that some Locals delay coming to the table for working conditions bargaining because they fear losing provisions in their contract. Nevertheless they benefit from each Compensation Units 1 & 2 agreement that is negotiated. This deprives the District of the give and take that is contemplated in having both sets of bargaining – compensation and working conditions conducted at the same time. Bargaining for police officers, lawyers, nurses, doctors and firefighters all encompass compensation and working conditions at the same time. Completion Date: October 30, 2014.

INITIATIVE 1:5: Increase training contacts.

Dedicate additional current resources to training by including discipline training with every contract training. September 30, 2015.

KEY PERFORMANCE INDICATORS – Labor Relations and Collective Bargaining

Measure	FY 2013 YTD	FY 2014 Projection	FY 2014 YTD	FY 2015 Projection	FY 2016 Projection	FY 2017 Projection
Percent of Collective Bargaining Agreements in impasse	20%	16%	1% ⁶	20%	5%	10%
Percent of	57%	30%	1% ⁷		98% ⁸	80%

⁶ OUC and HSEMA are at impasse.

⁷ Contracts covering nurses and firefighters expire on September 30, 2014. The Unions have demanded to reopen these contracts. OLRCB does not negotiate the Teachers contract.



compensation collective bargaining agreements currently under negotiation-						
Percent of non-compensation collective bargaining agreements currently under negotiation	44%	44%	3.6%	0%	10%	100%
Percent of cases successfully mediated before third party neutrals	45%	45%	38%	50%	50%	53%
Percent of cases successfully litigated before the Public Employee Relations Board	45%	45%	37%	50%	50%	55%
Total number of training sessions provided to labor liaisons, managers, supervisors and management officials ⁹	50	55	47	52 ¹⁰	52	52

⁸ Most of our contracts expire on 9/30/17 and the statutory window to reopen is in June 2016.

⁹ Trainings include those offered in monthly clusters calls/meetings, Labor Liaison Forums and itinerant trainings held at various agencies. For future training volume targets to be reached a dedicated trainer will be required.

¹⁰ A dedicated trainer is not in the FY 2015 budget.