

March 12, 2013

The Honorable Phil Mendelson
Chairman
Council of the District of Columbia Committee as a Whole
1350 Pennsylvania Avenue, N.W.
Washington, DC 20004

Re: Response to March 1, 2013, Information Request from the Committee of the Whole for the Office of Labor Relations and Collective Bargaining's FY 2012 Oversight Hearing

Dear Chairman Mendelson:

This letter responds to your information request of March 1, 2013, in preparation for the Office of Labor Relations and Collective Bargaining (OLRCB) Fiscal Year 2012 performance oversight hearing before the Committee of the Whole. The responses are as follows:

1. Please describe every grant OLRCB is, or is considering, applying for this fiscal year.

Response: The OLRCB is not (or currently considering) applying for any grants.

2. Please provide the name of each employee who was/is on administrative leave in FY 2012 and thus far in FY 2013. In addition, for each employee identified, please provide: (1) their position; (2) a brief description of the reason they were placed on leave; (3) the dates they were on administrative leave; (4) whether the leave is paid or unpaid; and (5) their current status.

Response: Other than administrative leave granted to attend training, no OLRCB employees were placed on administrative leave in FY 2012 or thus far in FY 2013.

3. If any of your employees are unionized, how many grievances have been filed by labor unions against OLRCB management? Please list each of them by year FY 2011 – FY 2013 (to date), and by union, if more than one union. Give a brief description of each grievance, and the outcome as of February 25, 2013.

Response: No OLRCB personnel are covered by collective bargaining and no grievances were filed by staff.

4. Please provide a list of all procurements for FY 2012 and FY 2013. Give a brief explanation of each. Exclude from this answer credit card purchases.

Response: 1. Lexis Nexis - Reed Elsevier Incorporated – Online Legal Research Services

5. Please provide in table format a list (in descending order by value of contract) of all DCRB contracts in effect at any time during FY 2013. Include the name of the contractor, purpose of the contract, and the total dollar amount of the contract.

Response: The office has no DCRB contracts.

6. Please provide a chart showing both OLRCB's approved budget and actual spending, by program, for FY 2012 and FY 2013 to date. In addition, please explain any variance between fiscal year appropriations and actual expenditures for FY 2012 and FY 2013 to date.

RESPONSE: Please see Attachment A. The FY12 variances are due to the vacancies which OLRCB incurred.

7. Please list each policy initiative of your agency during FY 2012 and FY 2013 to date. For each initiative, please provide:
- (a) A detailed description of the initiative;
 - (b) The total number of personnel (FTEs and contract) assigned to the initiative; and
 - (c) The amount of funding budgeted to the initiative.

In FY 2012, the OLRCB implemented the below listed initiatives:

1. Initiative: In FY 2012, the Office coordinated a comprehensive labor relations and collective bargaining training seminar. For the first time, both labor and management were invited to participate in training on various topics such as Discipline, Labor Management Committees and Best Arbitration Practices. These sessions were conducted by representatives of the Federal Mediation and Conciliation Services. Based on the responses to the satisfaction survey, both management and labor participants found the joint seminar beneficial and would like to see more joint training opportunities offered in the future. As a result of the positive feedback we are currently planning to offer the seminar again later this fiscal year.

FTEs: The OLRCB Director is responsible for this initiative.

Budget: There are no funds budgeted for this initiative.

2. In FY 2011 and continuing in FY 2012, the Office undertook a major review of the labor relations statute, issues presented in current and pending cases and the changing demand of the District's labor workforce. Based on that review, we developed a set of legislative changes aimed to improve, clarify and better realize the benefits that can be gained from collective bargaining. The legislative package was submitted to the City Administrator for review and further action.

FTEs: The OLRCB Director is responsible for this initiative.

Budget: There are no funds budgeted for this initiative.

3. Although most collective bargaining agreements require management to comply with settlement agreements, decisions and awards within a specific time period and because most agencies were not complying within the time period required by the collective bargaining agreements, to expedite compliance, OLRCB implemented a process which requires the OLRCB Director to prepare and submit a Request for Compliance (RFC) Memorandum to the appropriate agency, to the director of Department of Human Resources and the Office of Pay and Retirement Services clearly outlining the action(s) that must be taken, within a specific time period, by each agency. The RFC also requires each agency to notify OLRCB within a specific time that the action requested to be taken was completed within the specified time period.

The failure to comply as required by the collective bargaining agreements often led to additional litigation in the form of enforcement petitions filed with the Public Employee Relations Board. The new process has proven effective and agencies are now better able to comply with settlement agreements, decisions and awards.

FTEs: The OLRCB Director and Litigation Supervisor are responsible for this initiative.

Budget: There are no funds budgeted for this initiative.

4. Continued implementation of case settlement recommendations: OLRCB attorneys prepare a case assessment memorandum for each case, outlining strengths, weaknesses, policy and financial impact, with a recommendation why the agency should consider settling a case. It is OLRCB policy to only settle cases when there is an advantage to the client agency. We do not settle cases simply to make them go away. Advantageous settlement not only lowers and controls the District's liability in the event of a negative judgment, it also spares District agencies the time and expense of sometimes protracted and expensive litigation. In addition, a growing trend in arbitration is the award of attorney's fees to the union if it prevails. Therefore, if, considering all factors, it is advantageous for the District to settle, OLRCB advises settlement.

FTEs: The Director, Litigation Supervisor and OLRCB attorneys are responsible for this initiative.

Budget: No funds are budgeted for this process.

5. Implemented, with agency partners, a collaborative process with the Office of Contracting and Procurement and the Department of Human Resources to ensure compliance with the contracting out provisions of the D.C. Code and obligations under collective bargaining agreements: Too often, agencies were contracting out work normally performed by District employees without complying with D.C. law and the collective bargaining agreements. Litigation of these actions often result in significant liability to the agencies. The new compliance process along with early engagement has helped significantly to reduce such liability.

FTEs: Each named agency is responsible for complying with the law and regulations applicable to their agency.

Budget: There are no funds budgeted for this initiative.

8. Please describe any initiatives your agency implemented during FY 2012 and FY 2013 to date to improve the internal operation of the agency or the interaction of the agency with outside parties. Please describe the results, or expected results, of each initiative.

RESPONSE: In FY 2012 and thus far in FY 2013, the OLRCB implemented the following initiatives to improve agency operations:

- **Case and Document Management:**

In FY 2012, the Office continued its efforts to improve and enhance its case management system. These efforts are necessary to address the unique nature of the work of the office by providing a system that allow OLRCB to better track cases and more accurately report on and categorize matters that often transition from notice of a change in terms and conditions of employment, which often triggers impact and effects bargaining, which may further lead to litigation in the form of an unfair labor practice or a grievance. The OLRCB must have the ability to properly track and monitor cases to be able to strategically address issues and report accurately on collective bargaining matters.

- **Dues Administration**

The OLRCB continues to conduct routine audits of our dues administration process. We have implemented additional safeguards in our own system, worked with our partners in the Office of Pay and Retirement Services and the Office of the Chief Technology Officer to ensure that upgrades to the PeopleSoft system do not interfere with the codes and programs in place to

administer dues and service fees as well as to more efficiently effectuate the deduction of dues from employee's pay so they can be timely and accurately remitted to the unions. We also conduct routine audits to ensure that only authorized union representatives are approving forms submitted to OLRCB authorizing changes to the amount deducted from employees' salary to be transmitted to the union as dues or service fees. As part of the joint labor management training seminar in FY 2012, the OLRCB provided training and other relevant information to all union leaders about the dues and administration process.

- **Budget Review Team Meetings**

During FY 2012, for the first time, the OLRCB participated in the budget review process, specifically to discuss pending labor matters with budgetary implications. This process, I believe, will allow for the more expeditious resolution of both compensation negotiation matters as well as resolution of cases where settling is appropriate.

- **Safety and Risk Management**

During FY 2012, the OLRCB updated all its safety and risk policies, including a comprehensive Emergency Response Plan. The plan is to provide the occupants and visitors to the OLRCB Suite with information and procedures for evacuating this area safely during an emergency or a need to shelter-in-place. The plan functions in coordination with the general building evacuation plan for One Judiciary Square and the District's Response Plan.

9. What efforts has OLRCB made in the past year to increase transparency? Explain.

RESPONSE: The OLRCB is currently in the final phase of updating its website. The new and improved site will allow us to include all collective bargaining agreements on the site, all labor relations and collective bargaining training opportunities, information and data on citywide initiatives and other information of interests to the labor relations community. In addition, minutes of all labor management meetings are made available to committee members.

Procedures for the Negotiated Employee Assistance Home Purchase Program (NEAHP) are developed and administered by consensus of the joint Labor Management Housing Committee in collaboration with representatives from the Department of Housing and Community Development and the Greater Washington Urban League. NEAHP procedures and information are available to all employees. The NEAHP Program was developed by the joint committee and the Committee meets quarterly to review how the program is administered and revised the requirements for NEAHP funds as may be necessary.

Negotiations comprise a significant amount of the work of the Office. As a matter of law, negotiations are confidential between the parties. As a result, confidentiality must be maintained throughout negotiations and up through the resolution of the negotiations. Because the labor relations statute limits disclosure of information regarding active negotiations based on the

confidentiality provisions that apply to negotiations, we cannot disclose information regarding negotiations that are open.

10. Please list all studies, research papers, and analyses the agency prepared, or contracted for, during FY 2012 and FY 2013 to date. Please include the purpose, as well as the current status, of each.

RESPONSE: To prepare for negotiations the OLRCB works in conjunction with the Department of Human Resources and individual agencies to prepare surveys and analysis necessary to develop compensation proposals. In addition, every year we prepare an annual report for the Office of the Chief Financial Officer as part of the District's reporting for the General Bond Issuance.

11. Please list all regulations for which the agency is responsible for oversight or implementation. Please list by subject heading, and include the date of the most recent revisions.

RESPONSE: The Office does not have responsibility for oversight or implementation of any regulations. However, since bargaining unit employees are required to pay (only if negotiated) union dues as a matter of law, the OLRCB administers the dues administration program for labor organizations representing employees under the Mayor's personnel authority.

12. OLRCB's response (Question #16) to first round performance questions, states that your Office was the subject of an investigation, study or report. Please explain in detail.

RESPONSE: There was an error in the response to Question #16. The Office was not subject to any investigations during the period indicated.

13. Please list in table format, and alphabetized by agency, every operative collective bargaining agreement the District government has entered into. Since bargaining units typically have two agreements (wages and working conditions), there will be two lines in the table, together, for those agencies. Include the following information: agency name, union ID, type of agreement (e.g., wages, or working conditions), terms of the agreement, (e.g., 1/1/10 – 1/1/13), approximate number of employees covered, current status of agreement and a column for any comments. For the several agreements covering multiple agencies, list those first in the table and identify the agencies covered.

RESPONSE: Please see Attachment B.

14. Please list in table format, every collective bargaining agreement (same order as question #13) that has expired. Identify the agreement, the expiration date, and explain its current situation regarding that agreement or the negotiation of a new agreement.

RESPONSE: As a matter of law and the terms of the collective bargaining agreements with the labor organizations representing District employees, the terms of each collective bargaining agreements remain in effect even when the duration of the contract expires, as long as the parties have provided notice of their intention to negotiate successor agreement and are actively engaged in good faith negotiations. This is case with all of the agreements that have expired. There are no collective bargaining agreements that have expired where the parties are not engaging to negotiate successor agreements.

Please see Attachment C for a comprehensive list of contracts and their status.

15. Please provide a brief explanatory paragraph of every agreement that is under negotiation but at impasse. Order these paragraphs as in question #13.

Response:

(1) Compensation Unit 13

- **District of Columbia Nurses Association and Department of Mental Health**
- **District of Columbia Nurses Association and District Agencies**

The collective bargaining agreements between the District of Columbia Nurses Association and the Department of Mental Health and the agreement between the District of Columbia Nurses Association and District Agencies, excluding Mental Health are at impasse. Bargaining on these contracts commenced during the Great Recession and the absence of funds for wage and benefits adjustments or anything else stymied the process. The union declared impasse on Compensation Unit 13 on December 8, 2009. In FY 2012 the PERB appointed an arbitrator to handle both contracts. The parties agreed to proceed with arbitration of the DCNA/DMH contract first. The parties submitted briefs on this matter on February 25th, 2013. A decision is expected from the arbitrator within the next 30 business days. The union filed for impasse on the Mental health collective Bargaining Agreement on March 7, 2013.

(2) Compensation Unit 3 (Fraternal Order of Police Metropolitan Police Department Labor Committee and Metropolitan Police Department)

The contract was subject to protracted litigation that ensued in early 2008 when the Union challenged management's proposals before the PERB. The PERB Hearing Examiner recommended that there was no violation of the law or unfair labor practice, at which time the Union returned to the bargaining table. The parties then resumed negotiations in December 2011. The parties negotiated and reached agreement on a number of articles. However, there are a number of articles that they could not reach agreement on and they declared impasse in January 2013. We are now waiting on the PERB to appoint a mediator in the case.

(3) Compensation Unit 4 (International association of Firefighters, Local 36 and Fire and Emergency Medical Services Department)

In 2010 the parties reached agreement on a new CBA covering FY2008 to FY 2010. Unfortunately that agreement was not ratified by the union membership and the parties agreed to rollover the existing CBA for three (3) years. The current negotiations resulted in the parties declaring impasse in November 2012. The PERB has since appointed a mediator and the parties are currently in mediation.

(4) Compensation Units 6 and 17 - (Council of School Officers and the District of Columbia Public Schools)

The OLRCB is also representing DCPS in the arbitration between the Council of School Officers and the District of Columbia Public Schools.

(5) National Union of Hospital and Healthcare Employees and the Office of the Chief Medical Examiner (Working Conditions)

These negotiations have been at impasse since

(6) American Federation of Government Employees, Local 2725 and Department of Housing and Community Development (Working Conditions)

These negotiations have been at impasse since

16. If applicable, please explain the impact on your agency of any legislation passed at the federal level during FY 2012 and FY 2013 to date.

Response: Threats of a federal shutdown throughout FY 2012 required the OLRCB to prepare to meet the obligations of the collective bargaining agreements, in the event the government in fact shut down. During FY 2012, the Office, in conjunction with the City Administrator, engaged labor leaders to discuss the potential impact of the fiscal cliff and sequester and the impact on employees.

As a result of the Medical Loss Ratio Provision in the Affordable Care Act, many employers, including the District government, received rebate checks from insurance companies. Employers were required to distribute the rebates to eligible employees. The OLRCB facilitated an informational sessions with union leaders to provide information about the rebates, the authority for it and how eligible employees were determined and how the District would communicate and distribute the rebate to eligible employees. Eligible employees have since received any monies they were entitled to as a result of the law.

17. Please identify any legislative requirements that the agency lacks sufficient resources to fully implement.

Response: There are no such legislative requirements that the Office has responsibility for implementing.

18. Please identify any statutory or regulatory impediments to OLRCB's operations.

Response: Due to austerity measures required of every District agency in FY 2012, the OLRCB could not dedicate the resources necessary to establish a true auditing and compliance unit. However, in an effort to address several critical areas for improvements the following processes were implemented to address some critical problems:

1. Implemented new procedures and oversight to ensure timely processing and compliance with decisions, awards and settlement agreements. This process allows OLRCB to retain control over all labor matters until it is fully resolved and complied with. This includes ensuring that any obligation placed on any other agency (such as the Department of Human Resources, the Office of Pay and Retirement Services) in a decision, order or settlement agreement is timely satisfied. This process helps to eliminate the need for additional litigation and enforcement actions by the Union and helps to foster better relationships with our labor partners.
2. Implemented a new process to expedite payment to arbitrators and court reporters who provide required services in arbitration proceedings. The improved process was implemented to, and has, eliminated delays in payment to arbitrators and court reporters and avoids running afoul of the anti-deficiency law. Additional efforts are underway to move toward a direct payment process, subject to the approval of the Office of the Chief Financial Officer.
3. Although not specifically budgeted for, the labor relations program can benefit from a fulltime trainer. To fill the gap, OLRCB staff provides training as they are able and also work with external partners, such as the Federal Mediation and Conciliation Services to provide training to managers, supervisors and labor liaisons.

19. Please describe any other successes or challenges experienced by the agency during FY 2012 and to date in FY 2013 not already discussed.

Response: In FY 2012, the OLRCB continued its outreach efforts with union leaders through collaboration with the City Administrator, the Quarterly Meetings with the City Administrator and Labor Leaders, Informational Sessions conducted by OLRCB specifically with Labor Leaders and the Joint Training Seminar with management and labor representatives. We also successfully collaborated with the Federal Mediation and Conciliation Services to provide training to agency managers and supervisors. To date, FMCS trainings were held in September and December and additional sessions are set later this month and in April.

In FY 2012 and FY 2013 thus far, the OLRCB has been successful in a number of litigation cases, the outcome of which would have significant impact on the overall labor relations program. We were successful in having the D.C Superior Court overturn a decision by the PERB, reinstating 15 DCRA employees who were terminated for failing to meet job requirements established by the agency. This case is important because the central issue was whether the employees/union having elected the Office of Employee Appeals to hear their grievance could later seek to benefit from an arbitration decision rendered on behalf of two other employees who also failed to meet the job requirements. The Court ruled in favor of the District.

The Court also ruled in favor of OLRCB in a case involving the Fraternal Order of Police Metropolitan Police Department Labor Committee and OLRCB. This lawsuit involved a 2007 FOIA request FOP made to the OLRCB that sought various emails pertaining to the agency, which, at the time, was involved in collective bargaining negotiations between MPD and FOP. In response to the FOIA request, OLRCB made a blanket assertion of privilege over approximately 10,000 responsive documents. In March 2012, FOP filed a motion to shift to the District its attorney's fees and litigation costs. The District opposed FOP's motion on the grounds that there was little public interest in the disclosure of the documents sought, and that FOP's FOIA request was self-interested in nature. In December 2012, the Court denied FOP's request for fees and closed the case. After almost 6 years of litigation the District prevailed.

In FY 2012 and continuing in FY 2013, the OLRCB dedicated a significant amount of time assisting agencies and unions to establish labor management committees at the agency level. In the past, unfair labor practice complaints have been filed because these committees were not operating as required by the collective bargaining agreements, i.e., through a series of meetings with the union presidents and the agency directors. We successfully worked with the Department of Parks and Recreation and AFGE, Local 2741, the Department of General Services and AFGE, Local 2741, the Department of Employment Services and AFGE, Local 1000, the Department of Healthcare Finance and AFSCME, Local 2401 and Office of the State Superintendent for Education and AFSCME, Local 1959, to name a few.

In FY 2012, the OLRCB dedicated a significant amount of time working closely with the Office of the State Superintendent for Education and the labor organizations representing OSSE employees to resolve a number of labor issues that have been attributed to the Division of Transportation being under the close watch of a Court Appointed Administrator for a number of years, and the fact that OSSE is a relatively new agency. Training on the collective bargaining agreements has been provided to OSSE managers and supervisors.

In addition, recognizing that OSSE's internal affairs division could benefit from additional training to improve upon the investigation reports on which OSSE relies to support disciplinary actions based on employee conduct, the OLRCB facilitated a series of training for internal affairs staff within OSSE. The primary purpose of this training was to address a specific deficiency in the quality of investigations and specifications offered to support disciplinary action. Initially, a majority of the cases investigated by the Internal Affairs Unit could not be substantiated because

of the poor quality of the investigations, on which the agency relies to support disciplinary actions. Since these trainings have been offered, we have seen improvements in the quality of OSSE investigative reports and the agency is better positioned to support disciplinary action taken which relies on the findings of the Internal Affairs Investigators. We have also made tremendous strides to improve labor-management relations between OSSE and the labor unions representing employees there. On Friday, March 8, we completed negotiations for a successor agreement between AFSCME, Local 1959 and OSSE.

Finally, the greatest success is the fact that because the Gray administration has worked to rebuild the relationship with labor, the Office was able to successfully partner with labor on a number of Citywide projects, namely the HIV-AIDS Campaign, the DCPS Beautification Day, the Joint Training Seminar the D.C. One Fund and the Employee Benefits Preview during Open Enrollment Season.

20. Did OLRCB receive any FOIA requests in FY 2012? If yes, did the agency file a report of FOIA disclosure activities with the Secretary of the District of Columbia? If yes, please provide a copy as an attachment.

Response: Yes, the FY 2012 report was filed with the Office of the Secretary on November 16, 2012. A copy of the report is Attachment D.

21. (a) Please attach copies of the required small business enterprise (SBE) expenditure report for fiscal years 2011 and 2012.

(b) D.C. Official Code § 2-218.53(b) requires each District agency to submit supplemental information with their annual SBE expenditure report, including: a description of the activities the agency engaged in to achieve their fiscal year SBE expenditure goal; and a description of any changes the agency intends to make during the next fiscal year to achieve their SBE expenditure goal. Has DCRB submitted the required information for fiscal years 2011 and 2012?

Response: Please see Attachments E, Part 1 and Part 2.

In response the Part (b), the OLRCB response was incorporated into the OCA submission.

We hope the attached information is responsive to your request and will be of assistance to you and the Committee of the Whole. If there are either additional questions, or you require additional information, please feel free to call me at (202) 724-5657.

Sincerely,

Natasha Campbell
Director

Attachments

AEO Office of Labor Relations and Collective Bargaining (Local)

Comp Source Group	Group Comp Source Group Title	FY 2012 Approved	FY 2012 YTD	Variance
11	REGULAR PAY - CONT FULL TIME	\$ 1,193,806	\$ 925,446	\$ 268,360
12	REGULAR PAY - OTHER	\$ 110,630	\$ 64,499	\$ 46,131
13	ADDITIONAL GROSS PAY	\$ -	\$ 6,356	\$ (6,356)
14	FRINGE BENEFITS - CURR PERSONNEL	\$ 264,279	\$ 186,810	\$ 77,469
15	OVERTIME			\$ -
	PERSONNEL SERVICES TOTAL	\$ 1,568,715	\$ 1,183,111	\$ 385,604
20	SUPPLIES AND MATERIALS	\$ 9,000	\$ 9,000	\$ -
30	ENERGY, COMM. AND BLDG RENTALS			\$ -
31	TELEPHONE, TELEGRAPH, TELEGRAM, ETC			\$ -
32	RENTALS - LAND AND STRUCTURES			\$ -
33	JANITORIAL SERVICES			\$ -
34	SOCIAL SERVICES			\$ -
35	OCCUPANCY FIXED COSTS			\$ -
40	OTHER SERVICES AND CHARGES	\$ 20,000	\$ 23,572	\$ (3,572)
41	CONTRACTUAL SERVICES - OTHER	\$ -	\$ 2,704	\$ (2,704)
50	SUBSIDIES AND TRANSFERS			\$ -
70	EQUIPMENT & EQUIPMENT RENTAL			\$ -
	NON-PERSONNEL SERVICES TOTAL	\$ 29,000	\$ 35,276	\$ (6,276)
	Total Expense	\$1,597,715	\$1,218,387	\$379,328

Comp Source Group	Group Comp Source Group Title	FY 2013 Approved	FY 2013 YTD	Variance
11	REGULAR PAY - CONT FULL TIME	\$ 1,062,512	\$ 297,812	\$ 764,700
12	REGULAR PAY - OTHER	\$ -	\$ 3,541	\$ (3,541)
13	ADDITIONAL GROSS PAY			\$ -
14	FRINGE BENEFITS - CURR PERSONNEL	\$ 248,976	\$ 52,683	\$ 196,293
15	OVERTIME			\$ -
	PERSONNEL SERVICES TOTAL	\$ 1,311,488	\$ 354,036	\$ 957,452
20	SUPPLIES AND MATERIALS	\$ 9,000	\$ 2,241	\$ 6,759
30	ENERGY, COMM. AND BLDG RENTALS			\$ -
31	TELEPHONE, TELEGRAPH, TELEGRAM, ETC	\$ -	\$ -	\$ -
32	RENTALS - LAND AND STRUCTURES			\$ -
33	JANITORIAL SERVICES			\$ -
34	SOCIAL SERVICES			\$ -
35	OCCUPANCY FIXED COSTS			\$ -
40	OTHER SERVICES AND CHARGES	\$ 50,000	\$ 3,709	\$ 46,291
41	CONTRACTUAL SERVICES - OTHER			\$ -
50	SUBSIDIES AND TRANSFERS			\$ -
70	EQUIPMENT & EQUIPMENT RENTAL			\$ -
	NON-PERSONNEL SERVICES TOTAL	\$ 59,000	\$ 5,950	\$ 53,050
	Total Expense	\$1,370,488	\$359,986	\$1,010,502

AEO Office of Labor Relations and Collective Bargaining (Intradistrict)

Comp Source Group	Group Comp Source Group Title	FY 2012 Approved	FY 2012 YTD	Variance
11	REGULAR PAY - CONT FULL TIME	\$ 225,206	\$ 165,785	\$ 59,421
12	REGULAR PAY - OTHER	\$ -	\$ 44,186	\$ (44,186)
13	ADDITIONAL GROSS PAY	\$ -	\$ 1,449	\$ (1,449)
14	FRINGE BENEFITS - CURR PERSONNEL	\$ 49,794	\$ 39,897	\$ 9,897
15	OVERTIME			\$ -
	PERSONNEL SERVICES TOTAL	\$ 275,000	\$ 251,317	\$ 23,683
20	SUPPLIES AND MATERIALS			
30	ENERGY, COMM. AND BLDG RENTALS			
31	TELEPHONE, TELEGRAPH, TELEGRAM, ETC			
32	RENTALS - LAND AND STRUCTURES			
33	JANITORIAL SERVICES			
34	SOCIAL SERVICES			
35	OCCUPANCY FIXED COSTS			
40	OTHER SERVICES AND CHARGES			
41	CONTRACTUAL SERVICES - OTHER			
50	SUBSIDIES AND TRANSFERS			
70	EQUIPMENT & EQUIPMENT RENTAL			
	NON-PERSONNEL SERVICES TOTAL			
	Total Expense			

Comp Source Group	Group Comp Source Group Title	FY 2013 Approved	FY 2013 YTD	Variance
11	REGULAR PAY - CONT FULL TIME	\$ 279,870	\$ 68,201	
12	REGULAR PAY - OTHER	\$ 109,782	\$ 18,234	
13	ADDITIONAL GROSS PAY		\$ 12,674	
14	FRINGE BENEFITS - CURR PERSONNEL	\$ 98,155		
15	OVERTIME			
	PERSONNEL SERVICES TOTAL	\$ 487,807	\$ 99,109	
20	SUPPLIES AND MATERIALS			
30	ENERGY, COMM. AND BLDG RENTALS			
31	TELEPHONE, TELEGRAPH, TELEGRAM, ETC			
32	RENTALS - LAND AND STRUCTURES			
33	JANITORIAL SERVICES			
34	SOCIAL SERVICES			
35	OCCUPANCY FIXED COSTS			
40	OTHER SERVICES AND CHARGES			
41	CONTRACTUAL SERVICES - OTHER			
50	SUBSIDIES AND TRANSFERS			
70	EQUIPMENT & EQUIPMENT RENTAL			
	NON-PERSONNEL SERVICES TOTAL			
	Total Expense			

Agency Name

Labor Relations and Collective Bargaining

Annual Freedom of Information Act Report for Fiscal Year 2011
October 1, 2011 through September 30, 2012FOIA Officer Reporting Nina McIntosh

PROCESSING OF FOIA REQUESTS

- | | |
|---|---|
| 1. Number of FOIA requests received during reporting period | 6 |
| 2. Number of FOIA requests pending on October 1, 2011..... | 1 |
| 3. Number of FOIA requests pending on September 30, 2012..... | 0 |
| 4. The average number of days unfilled requests have been pending before each public body as
of September 30, 2012 | 0 |

DISPOSITION OF FOIA REQUESTS

- | | |
|---|---|
| 5. Number of requests granted, in whole..... | 6 |
| 6. Number of requests granted, in part, denied, in part..... | 0 |
| 7. Number of requests denied, in whole..... | 0 |
| 8. Number of requests withdrawn..... | 0 |
| 9. Number of requests referred or forwarded to other public bodies..... | 0 |
| 10. Other disposition | 0 |

NUMBER OF REQUESTS THAT RELIED UPON EACH FOIA EXEMPTION

- | | |
|--|---|
| 11. Exemption 1 - D.C. Official Code § 2-534(a)(1)..... | 0 |
| 12. Exemption 2 - D.C. Official Code § 2-534(a)(2)..... | 0 |
| 13. Exemption 3 - D.C. Official Code § 2-534(a)(3) | |
| Subcategory (A)..... | 0 |
| Subcategory (B)..... | 0 |
| Subcategory (C) | 0 |
| Subcategory (D) | 0 |
| Subcategory (E) | 0 |
| Subcategory (F) | 0 |
| 14. Exemption 4 - D.C. Official Code § 2-534(a)(4) | 0 |
| 15. Exemption 5 - D.C. Official Code § 2-534(a)(5)..... | 0 |

16. Exemption 6 - D.C. Official Code § 2-534(a)(6)	
Subcategory (A).....	0
Subcategory (B).....	0
17. Exemption 7 - D.C. Official Code § 2-534(a)(7).....	0
18. Exemption 8 - D.C. Official Code § 2-534(a)(8).....	0
19. Exemption 9 - D.C. Official Code § 2-534(a)(9).....	0
20. Exemption 10 - D.C. Official Code § 2-534(a)(10).....	0
21. Exemption 11 - D.C. Official Code § 2-534(a)(11).....	0
22. Exemption 12 - D.C. Official Code § 2-534(a)(12).....	0

TIME-FRAMES FOR PROCESSING FOIA REQUESTS

23. Number of FOIA requests processed within 15 days.....	1
24. Number of FOIA requests processed between 16 and 25 days.....	4
25. Number of FOIA requests processed in 26 days or more.....	1
26. Median number of days to process FOIA Requests.....	20

RESOURCES ALLOCATED TO PROCESSING FOIA REQUESTS
--

27. Number of staff hours devoted to processing FOIA requests.....	10
28. Total dollar amount expended by public body for processing FOIA requests.....	\$400

FEES FOR PROCESSING FOIA REQUESTS
--

29. Total amount of fees collected by public body.....	0
--	---

PROSECUTIONS PURSUANT TO SECTION 207(d) OF THE D.C. FOIA

30. Number of employees found guilty of a misdemeanor for arbitrarily or capriciously violating any provision of the District of Columbia Freedom of Information Act	0
--	---

QUALITATIVE DESCRIPTION OR SUMMARY STATEMENT

Pursuant to section 208(a)(9) of the D.C. FOIA, provide in the space below or as an attachment, "[a] qualitative description or summary statement, and conclusions drawn from the data regarding compliance [with the provisions of the Act]."

Response #21 Pt. 1
FY 2011 Small Business Enterprise (SBE) Expenditure Report
Office of Labor Relations and Collective Bargaining

<u>PURCHASE</u>								<u>CBE NUMBER</u>	<u>FUNDING</u>
<u>DATE</u>	<u>SERVICE/SUPPLY</u>	<u>SUPPLIER</u>	<u>AMOUNT</u>	<u>OBJ CODE</u>	<u>OBJ CODE</u>	<u>MARKET TYPE</u>	<u>FEIN</u>		<u>SOURCE</u>
				<u>20</u>	<u>40</u>	<u>OPEN</u>			
						<u>CBE</u>			
10/20/2010	Supplies	Metropolitan	1,295.75	1,295.75		Yes		LSDZR30036042013	Local
10/22/2010	Maintenace - Copier	Canon Business Solutions	177.08		177.08	No	132677004		Local
11/15/2010	Maintenace - Copier	Canon Business Solutions	150.00		150.00	No	132677004		Local
11/19/2010	Labor & Employment Law - 1/2 O BNA		1,748.00		1,748.00	No	53-0040540		Local
12/2/2010	Legal Research-October	Lexis-Nexis	616.00		616.00	No	52-1471842		Local
12/17/2010	Maintenance - Canon Copier	Canon Business Solutions	162.10		162.10	No	132677004		Local
12/22/2010	Maintenance - Canon Copier	Canon Business Solutions	162.10		162.10	No	132677004		Local
12/24/2010	Labor & Employment Law - 1/2 O BNA		1,748.00		1,748.00	No	53-0040540		Local
12/31/2010	Supplies	Standard Office Supplies	518.50	518.50		Yes		LSX19158092014	Local
1/5/2011	Legal Research-November	Lexis-Nexis	616.00		616.00	No	52-1471842		Local
1/5/2011	DC Court Rules	Thomson West	67.56		67.56	No	411426973		Local
1/5/2011	Supplies	Standard Office Supplies	43.98	43.98		Yes		LSX19158092014	Local
1/7/2011	Supplies- Return	Standard Office Supplies	-43.98	-43.98		Yes		LSX19158092014	Local
1/21/2011	Ergonomic Computer Mouse	Evo shop	212.17	212.17		No			Local
1/31/2011	Supplies (Ergonomic Mouse)	EvoShop	212.17	212.17		No			Local
2/11/2011	Legal Research-December	Lexis-Nexis	616.00		616.00	No	52-1471842		Local
2/11/2011	Legal Research-January	Lexis-Nexis	616.00		616.00	No	52-1471842		Local
3/9/2011	Supplies	Capital Services Inc.	796.79	796.79		Yes	52-1363600		Local
3/15/2011	Legal Research-February	Lexis-Nexis	616.00		616.00	No	52-1471842		Local
3/9/2011	Supplies	Metropolitan Office Products	1,059.44	1,059.44		Yes		LSDZR30036042013	Local
3/15/2011	Legal Research-March	Lexis-Nexis	616.00		616.00	No	52-1471842		Local
5/23/2011	Legal Research-April	Lexis-Nexis	616.00		616.00	No	52-1471842		Local
7/19/2011	Legal Research-May	Lexis-Nexis	616.00		616.00	No	52-1471842		Local
7/21/2011	DC Code Supp 2011 Supp	Thompson West	660.00		660.00	No	411426973		Local
8/2/2011	Maintenance - Canon Copier	Canon Business Solutions	1,032.30		1,032.30	No	132677004		Local

Response #21 Pt. 1
FY 2011 Small Business Enterprise (SBE) Expenditure Report
Office of Labor Relations and Collective Bargaining

<u>PURCHASE</u>								CBE NUMBER	FUNDING
<u>DATE</u>	<u>SERVICE/SUPPLY</u>	<u>SUPPLIER</u>	<u>AMOUNT</u>	<u>OBJ CODE</u>	<u>OBJ CODE</u>	<u>MARKET TYPE</u>	<u>FEIN</u>		<u>SOURCE</u>
				20	40	OPEN			
						CBE			
8/4/2011	Legal Research - June	Lexis-Nexis	396.00		396.00	No	52-1471842		Local
8/15/2011	Legal Research - July	Lexis-Nexis	396.00		396.00	No	52-1471842		Local
8/23/2011	Supplies	Standard Office Supplies	1,907.73	1,907.73		Yes		LSX19158092014	Local
8/24/2011	Metro Fare Cards	WAMATA	800.00		800.00	No			Local
8/25/2011	Supplies	Capital Services Inc.	1,911.59	1,911.59		Yes	52-1363600		Local
9/7/2011	Supplies	Metropolitan	434.95	434.95		Yes		LSDZR30036042013	Local
9/13/2011	Legal Research-August	Lexis-Nexis	396.00		396.00	No	52-1471842		Local
9/19/2011	Legal Research-September	Lexis-Nexis	396.00		396.00	No	52-1471842		Local
9/19/2011	Supplies	Metropolitan Office Products	29.99	29.99		Yes		LSDZR30036042013	Local

Response #21 Pt. 2
FY 2012 Small Business Enterprise (SBE) Expenditure Report
Office of Labor Relations and Collective Bargaining

PURCHASE				OBJ	OBJ	MARKET			FUNDING
DATE	SERVICE/SUPPLY	SUPPLIER	AMOUNT	CODE	CODE	TYPE	FEIN	CBE NUMBER	SOURCE
				20	40	OPEN			
						SDBE			
11/5/2011	DC Code Vo. 3 Title 1 & 2	Thomson West	907.50		907.50	No	411426973		Local
10/31/2011	BNA (1st Qtr. Payment)	Labor & Employment Law	874.00		874.00	No	53-0040540		Local
11/6/2011	Court Reporting FMCS 110512-02696	Pro-Typist, Inc.	174.60		174.60	Yes	52-0811962	LSX36253052012	Local
11/25/2011	Supplies	Metropolitan	939.90	939.90		Yes	562615965	LSDZR30036042013	Local
1/16/2012	BNA (2nd Qtr. Payment)	Labor & Employment Law	874.00		874.00	No	53-0040540		Local
1/16/2012	Legal Research-October	Lexis-Nexis	396.00		396.00	No	52-1471842		Local
1/16/2012	Legal Research-November	Lexis-Nexis	396.00		396.00	No	52-1471842		Local
1/19/2012	Maintenance - Canon Copier	Canon Business Solutions	206.96		206.96	No	132677004		Local
1/16/2012	Capital Services & Supplies	Supplies	599.43	599.43		Yes	52-1363600	LSZX83935122012	Local
1/30/2012	Maintenance - Canon Copier	Canon Business Solutions	162.72		162.72	No	132677004		Local
2/20/2012	Legal Research-December	Lexis-Nexis	396.00		396.00	No	52-1471842		Local
4/4/2012	Supplies	American Business Supplies	356.00	356.00		Yes		LSD72130102013	Local
4/6/2012	Maintenance - Canon Copier	Canon Business Solutions	157.24		157.24	No	132677004		Local
4/11/2012	Legal Research-December	Lexis-Nexis	396.00		396.00	No	52-1471842		Local
4/11/2012	Legal Research-February	Lexis-Nexis	396.00		396.00	No	52-1471842		Local
4/11/2012	BNA (3rd Qtr. Payment)	Labor & Employment Law	874.00		874.00	No	53-0040540		Local
6/13/2012	Maintenance - Canon Copier SKK00379	Canon Business Solutions	696.92		696.92	No	132677004		Local
6/15/2012	Legal Research-March	Lexis-Nexis	396.00		396.00	No	52-1471842		Local
6/15/2012	Legal Research-April	Lexis-Nexis	396.00		396.00	No	52-1471842		Local
6/18/2012	BNA (4rd Qtr. Payment)	Labor & Employment Law	874.00		874.00	No	53-0040540		Local
6/15/2012	Filing Fee- PERB Case 12-N-03	Lexis-Nexis File & Serve	20.14		20.14	No	52-1471842		Local
6/20/2012	Supplies	Metropolitan Office Products	1,740.65	1,740.65		Yes		LSDZR30036042013	
6/20/2012	Books	American Arbitration Assoc	266.00		266.00	No	13-0429745		
7/11/2012	Training - D.Jackson - Writing for Lawyers	DC Bar	219.00		219.00	No	52-0959717		Local
7/11/2012	Training - D. Jackson-Negotiations Workshop	DC Bar	289.00		289.00	No	52-0959717		Local

Response #21 Pt. 2
FY 2012 Small Business Enterprise (SBE) Expenditure Report
Office of Labor Relations and Collective Bargaining

PURCHASE									
DATE	SERVICE/SUPPLY	SUPPLIER	AMOUNT	OBJ CODE	OBJ CODE	MARKET TYPE	FEIN	CBE NUMBER	FUNDING SOURCE
				20	40	OPEN			
						SDBE			
7/30/2012	Membership - North American Assoc. for Educational Negotiators - Campbell, Aqui, Levy & Jackson	NAEN Membership	346.00		346.00	No	59-2112656		Local
7/30/2012	PERB Digest - OLRCB	Beins, Axelrod, P.C.	200.00		200.00	No	52-1713905		Local
9/13/2012	Legal Research-May	Lexis-Nexis	396.00		396.00	No	52-1471842		Local
9/13/2012	Legal Research-June	Lexis-Nexis	396.00		396.00	No	52-1471842		Local
9/13/2012	Legal Research-July	Lexis-Nexis	396.00		396.00	No	52-1471842		Local
9/13/2012	Legal Research-Aug	Lexis-Nexis	396.00		396.00	No	52-1471842		Local
9/25/2012	Supplies	Capital Services	2,126.02	2,126.02		Yes	52-1363600		Local
9/26/2012	Supplies	Metropolitan Office Products	2,500.00	2,500.00		Yes		LSDZR30036042013	Local
9/27/2012	Catering - Symposium	Dutch Mill Catering	1,050.00		1,050.00	Yes		LSDZ44055122013	Local
9/28/2012	Catering- Symposium	Dutch Mill Catering	549.25		549.25	Yes		LSDZ44055122013	Local

Negotiations Status

CONTRACT		Agency	Approx. Number of Employees	EXPIRATION DATE	STATUS	Contract Duration
1. Compensation Units 1 and 2		Various Agencies (See Breakdown Below)	9,174	9/30/10	Tentative Agreement; Pending ratification by members and approval by the Mayor and Council	2006 -2010
	<u>Working Conditions CBA's Included in Comp 1 & 2</u>					
	1. AFSCME Master	¹	3,718	9/30/10	In bargaining	2006 - 2010
	2. AFSCME 709*	District Department of Transportation	200		In bargaining; in conjunction with the AFSCME Master	2002 - 2005
	3. AFSCME 877/1808*	D.C. Library	315	9/30/00	In bargaining; in conjunction with the AFSCME Master	1988 - 1990
	4. AFSCME 2087 (UDC)	University of the District of Columbia	204	9/30/90	The working conditions contract is negotiated directly between the University and AFSCME 2087.	2 Years
	5. AFGE Master (2741 (DPR), 383 (DHS), 3444 (MPD))	²	470	9/30/95	Parties are scheduled to resume negotiations in April 2013	1998 - 2000

¹ Department of Human Services, Office of Attorney General, Department of Disability Services, Department of Healthcare Finance, Office of Contract & Procurement, Office of Risk Management, Office of Human Rights, Department of Public Works, Office of Cable & Television, District Department of Transportation, Department of Health, Department of Insurance & Banking, Department of Consumer & Regulatory Affairs, Office of the Chief Financial Officer, Office of the Chief Technology Officer, Child & Family Services Agency, Department of Youth and Rehabilitative Services

² Metropolitan Police Department, Office of Planning, Office of Energy, Department of Parks and Recreational Services, and Department of Human Services

Negotiations Status

CONTRACT	Agency	Approx. Number of Employees	EXPIRATION DATE	STATUS	Contract Duration
6. AFGE 383 (DCPL)*	D.C. Library	12	12/18/90	Being negotiated in conjunction with the AFGE Master	1987 - 1990
7. AFGE 631 (DGS and DPW)	Department of General Services; Department of Public Works	154	9/30/13	Contract current	2010 - 2013
8. AFGE 1000 (DOES)*	Department of Employee Services	289	9/30/96	In bargaining, in conjunction with the AFGE Master (Note, previous efforts to negotiate a successor agreement resulted in litigation)	1993 - 1996
9. AFGE 1975 (DDOT, DMV, DCTC)*	District Department of Transportation; Department of Motor Vehicles; D.C. Taxi Cab Commission	1,283	9-30-10	In bargaining, in conjunction with the AFGE Master	2007 - 2010
10. AFGE 2725 (DCRA)*	Department of Consumer & Regulatory Affairs	385	9/30/90	In bargaining, in conjunction with the AFGE Master (Note, previous efforts to negotiate a successor agreement resulted in litigation)	1989-1990
11. AFGE 2725 (DHCD)*	Department of Housing &	78	9/30/90	Contract at impasse, at the table with the	1988 - 1990

Negotiations Status

CONTRACT	Agency	Approx. Number of Employees	EXPIRATION DATE	STATUS	Contract Duration
		Community Development		AFGE Master	
12. AFGE 3721	D.C. Fire & Emergency Medical Services	189	9-30-90	Tentative Agreement; parties agreed to revisit the tentative agreement before submitting for ratification and approval	1988 - 1990
13. AFGE 2978 *	Department of Health	159	9-30-90	Started in coalition bargaining between OLRCB and the AFGE Master group. AFGE 2978 has since pulled out of a coalition bargaining and ORLCB has requested to bargain with the local individually.	1988 - 1990
14. FOP-DOC	D.C. Department of Corrections	707	9/30/06	Parties reached agreement; pending ratification by employees and approval by the Mayor	2002 - 2006
15. FOP-DYRS	Department of Youth and Rehabilitative Services	262	9-30-07	Negotiations halted as a result of internal conflicts within the Labor Committee	2004 - 2007
16. FOP-DGS	Department of General Services	64	9/30/90	In bargaining	1988-1990

Negotiations Status

CONTRACT	Agency	Approx. Number of Employees	EXPIRATION DATE	STATUS	Contract Duration
17. NAGE R3-07-OUC	Office of Unified Communications	560	9/30/10	In bargaining	2006 - 2010
18. NAGE R3-07 – HSEMA	D.C. Homeland Security and Emergency Management Agency	25	First CBA being negotiation	In bargaining	N/A
19. NAGE R3-05 – DGS	Department of General Services	3	9-30-10 (MPD)	Union demanded to bargain under previous President (Patterson) but have since halted change in union leadership.	2007 - 2010
20. NAGE R3-05– MPD (also DFS)	D.C. Metropolitan Police Department	46	9/30/10	Contract rolled over	2007 - 2010
21. NUHHCE 1199 –OCME	Office of the Chief Medical Examiner	9	9/30/07	Contract at impasse	2004 - 2007
22. AIWLO – OCME	Office of the Chief Medical Examiner	30	9/30/10	Previous union recently decertified; management is preparing to begin negotiations with the recently certified new union	1988-1990
23. SEIU 1199-E -DOH	Department of Health	12	9-30-14	Current contract implemented in April	2012 - 2014

Negotiations Status

CONTRACT	Agency	Approx. Number of Employees	EXPIRATION DATE	STATUS	Contract Duration
				2012	
2. Compensation Unit 3 (Police Officers)	D.C. Metropolitan Police Department	3,679	9/30/08	At impasse; Awaiting appointment of mediator by PERB	2005 - 2008
3. Compensation Unit 4 (Fire Fighters)	D.C. Fire & Emergency Medical Services	1,690	9/30/07	At impasse; Mediation stage	2004 - 2007
4. Compensation Unit 5 and 16 (Washington Teachers Union/District of Columbia Public Schools – Teachers and Related Service Providers)	District of Columbia Public Schools	3,804	9/30/12	In bargaining	2007 - 2012
5. Compensation Unit 6 and 17 (Council of School Officers/District of Columbia Public Schools)	District of Columbia Public Schools	646	9/30/07	At impasse, Arbitration stage	2004 - 2007
6. Compensation Unit 7 (Educational Aides/AFSCME 2921/DCPS)	District of Columbia Public Schools	1,278	9/30/07	Tentative agreement, Pending ratification by employees and approval by the Mayor and Council	2004 - 2007
7. Compensation Unit 8 (Teamsters Local 730/DCPS - Custodians)	District of Columbia Public Schools	534	9/30/11	Reopener notice issued; Preparing to begin negotiations	2008 - 2011
8. Compensation Unit 13 (Nurses employed in District agencies, excluding at the Department of Mental	³	65	9/30/09	At impasse pending arbitration	2005 - 2009

³ Department of Human Services, Department of Health, Department of Disability Services, Department of Youth Rehabilitative Services, D.C. General Hospital, Child and Family Services Agency

Negotiations Status

CONTRACT	Agency	Approx. Number of Employees	EXPIRATION DATE	STATUS	Contract Duration
Health)					
9. Compensation Unit 13 (A) (Nurses employed at DMH)	Department of Mental Health	188	9/30/10	Awaiting arbitration decision	2008 - 2010
10. Compensation Unit 19 - (Doctors employed in District agencies, excluding at the Department of Mental Health)	⁴	8	9/30/09	In bargaining	2005 - 2009
11. Compensation Unit 19(A) (Doctors employed at DMH)	Department of Mental Health	57	9/30/10	In bargaining	2008-2010
12. Compensation Unit 29 (Committee of Interns and Residents)	Department of Mental Health	32	9/30/07	In bargaining	2007-2010
13. Compensation Unit 33 (Attorneys at the Office of the Attorney General)	Office of the Attorney General	282	9/30/10	Tentative agreement; Pending ratification by employees and approval by the Mayor and Council	2007-2010
14. Compensation Unit 639 (Teamsters/DCPS – Attendance Counselors)	District of Columbia Public Schools	36	9/30/10	Reopener notice issued; preparing to begin negotiations	2005-2010
15. Compensation Unit 639 (Teamsters 639/OSSE - Full-time Drivers & Attendants)	Office of the State Superintendent for Education	98	9/30/09	Tentative Agreement; Pending ratification by employees and approval by the Mayor and the Council	2006 - 2009
16. Compensation Unit 730 (Teamsters Local 639 & 730/District of Columbia Public Schools/Department of General Services and Office of Public Education Modernization)	District of Columbia Public Schools; Department of General Services	2819	9/30/08	This contract was all but finished when the Department of General Services was established. Management halted	2005-2008

⁴ Department of Health, Office of Chief Medical Examiner, Department of Disability Services, Department of Youth Rehabilitative Services

Negotiations Status

CONTRACT	Agency	Approx. Number of Employees	EXPIRATION DATE	STATUS	Contract Duration
				bargaining given this event.	
17. Compensation Unit 1199- E DMH (Service Employees International Union/Department of Mental Health -Social Workers)	Department of Mental Health	103	9/30/10	In bargaining	2007-2010
18. Compensation Unit 1959 (AFSCME 1959/OSSE – Part-time Bus Drivers and Attendants)	Office of the State Superintendent for Education	1,500	6/30/10	Tentative Agreement; Pending ratification by employees and approval by the Mayor and the Council	2007-2010
19. Compensation Unit 2095 & AFGE 383 (AFSCME/DMH - Behavioral Specialists)	Department of Mental Health	400	9/30/10	Tentative Agreement Reached; Pending Ratification by employees and approval by the Mayor and Council	2007-2010
20. Compensation Unit 3758 (1199 NUHHCE 3758/DMH - Psychologists)	Department of Mental Health	40	9/30/10	Tentative Agreement; Pending Ratification by employees and approval by the Mayor and Council	2007-2010
21. Compensation Unit WAMTC (Washington Area Metal Trades Council/DMH- Metal Workers)	Department of Mental Health	14	9/30/10	Union non-responsive to efforts to contact them	2007-2010