

OFFICE OF LABOR RELATIONS & COLLECTIVE BARGAINING

Executive Office of the Mayor

GOVERNMENT OF THE DISTRICT OF COLUMBIA



February 19, 2013

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 Information Request by Committee of the Whole
for FY 2012 Budget Hearing

Dear Council Chair Mendelson:

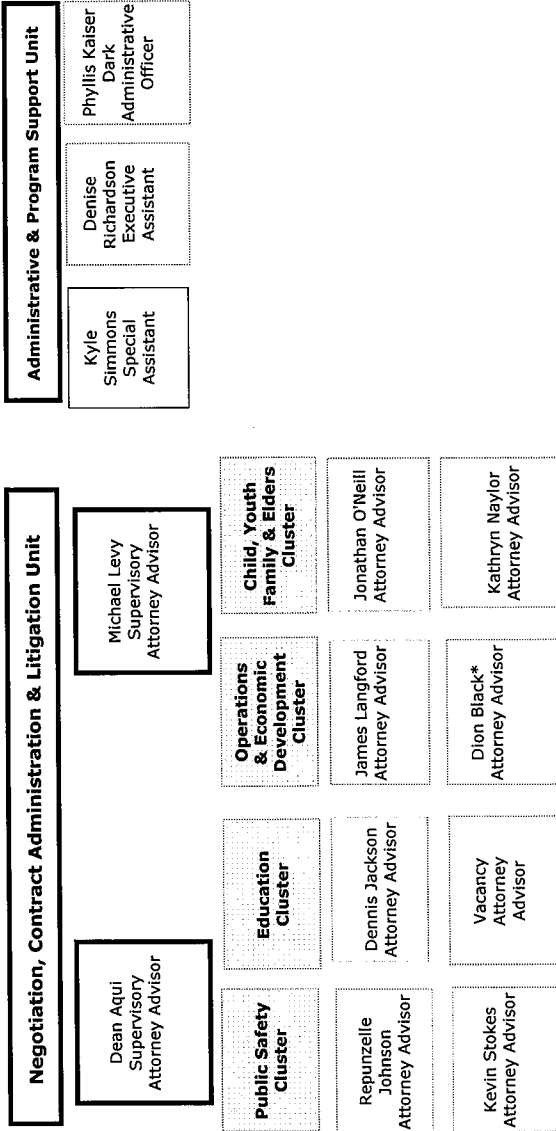
This letter responds to your information request of January 30, 2013 in preparation for the Office of Labor Relations and Collective Bargaining (OLRCB) Fiscal Year 2012 performance oversight hearing before the Committee of the Whole. The responses are as follows:

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

Response: See Attachment 1

Office of Labor Relations and Collective Bargaining
Organizational Chart
 As of January 28, 2013

Natasha Campbell
 Director



* Detailed from DDOT (December 2012- August 2013)

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 28, 2013. This Schedule A should also indicate any vacant positions in the agency. Please do not include social security numbers.

Response: Please see chart immediately below.

Office of Labor Relations and Collective Bargaining Schedule A (As of January 28, 2013)					
Title	Name	Vac Stat	Salary	Fringe	Program Office
Admin Officer	Kaiser Dark, Phyllis	F	\$76,079	\$17,422.09	Administrative Support
Attorney Advisor	Langford, James T	F	\$114,305	\$26,175.85	Negotiations & Litigation
Attorney Advisor	O'Neill, Jonathan	F	\$101,959	\$23,348.61	Negotiations & Litigation
Attorney Advisor	Jackson, Dennis J.	F	\$83,654	\$19,156.77	Negotiations & Litigation
Attorney Advisor	Johnson, Repunzelle R.	F	\$108,125	\$24,760.63	Negotiations & Litigation
Attorney Advisor	Naylor, Kathryn	F	\$101,959	\$23,348.61	Negotiations & Litigation
Attorney Advisor	Stokes, Kevin M.	F	\$81,345	\$18,628.01	Negotiations & Litigation
Attorney Advisor	Vacant	V	\$65,945	\$15,101.41	Negotiations & Litigation
Attorney Advisor	Vacant	V	\$65,945	\$15,101.41	Negotiations & Litigation
Director, OLRCB	Campbell, Natasha	F	\$150,000	\$34,350.00	OLRCB
Executive Asst	Richardson, Denise E	F	\$76,079	\$17,422.09	Administrative Support
Special Assistant	Simmons, Kyle E	F	\$64,439	\$14,756.53	Research, Training & City-Wide Initiatives
Supervisory Attorney Advisor	Aqui, Dean S	F	\$117,196	\$26,837.88	Negotiations & Litigation
Supervisory Attorney Advisor	Levy, Michael D	F	\$120,485	\$27,591.07	Negotiations & Litigation
			\$1,369,438	\$313,601.30	

Dion Black (Detail)

Title: Labor Relations Advisor (Attorney Advisor)

Salary- \$93,286 **Fringe** \$20,243

Program - Negotiations & Litigation

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

Response: Dion Black, Labor Relations Advisor, District of Columbia Department of Transportation is detailed to the Office of Labor Relations and Collective Bargaining for the period December 30, 2012- August 30, 2013. He previously served as an Intern with the OLRCB. It is expected that during his tenure with OLRCB, Mr. Black will be further exposed to labor relations and collective bargaining processes and will return to DDOT more skilled in dealing with labor issues impacting DDOT, one of the agencies employing a significant number of union employees.

4. (a) For fiscal year 2012, 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 immediately below for response to Question 4(a).

FY 2012 Salary \$110 or More

Name	Position Title	Salary	Overtime/and or Bonus pay
Campbell, Natasha	Director	\$150,000	None
Dean Aqui	Supervisory Attorney Advisor	117,196	None
Langford, James	Attorney Advisor	\$114,305	None
Michael Levy	Supervisor Attorney Advisor	120,485	None
Jonathan O'Neill	Supervisor Attorney Advisor	117,196	None

- (b) For fiscal year 2013, 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 the date of your response.

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

FY 2013 Salary \$110 or More

Name	Position Title	Salary	Overtime/and or Bonus pay
Campbell, Natasha	Director, OLRCB	\$150,000	None
Langford, James T	Attorney Advisor	\$114,305	None
Levy, Michael D	Supervisory Attorney Advisor	\$120,485	None
Aqui, Dean S	Supervisory Attorney Advisor	\$117,196	None

5. Please list in descending order the top 25 overtime earners in your agency for fiscal year 2012. For each, state the employee's name, position or title, salary, and aggregate overtime pay.

Response: There were no overtime earners in the Office of Labor Relations and Collective Bargaining for FY 2012.

6. For each fiscal year 2011, 2012, and 2013 (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: There were no Office of Labor Relations and Collective Bargaining employees who received bonuses or special award pay in fiscal years 2011, 2012, 2013, to date.

7. For each fiscal year 2011, 2012, and 2013 (to date), please state the total number of employees receiving worker's compensation payments.

Response: There were no Office of Labor Relations and Collective Bargaining employees who received worker's compensation payments in fiscal years 2011, 2012, 2013, to date.

8. For fiscal years 2012, and 2013 (to date), please list in chronological order all intra-District transfers to or from the agency.

Response: Intra-District Transfers to the Office of Labor Relations and Collective Bargaining.

Fiscal Year	Agency from	Amount
2012	DC Office of State Education (OSSE)	\$275,000
2013	DC Office of State Education (OSSE)	\$200,000
2013	DC Public Libraries Library	\$70,000
2013	University of the District of Columbia	\$30,000

9. Please list in chronological order, every reprogramming of funds into and out of the agency for fiscal years 2012 and 2013 (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 immediately below.

Transferor	Transferee	Amount of MOU	Dates	Purpose of Reprogramming
Fiscal Year 2012				
AE0-OCA	AE0-OLRCB	\$20,000	5/18/2012	Staff Training

10. For fiscal years 2012 and 2013 (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: The Office of Labor Relations and Collective Bargaining does not have any special purpose revenue funds for FY 2012 and FY 2013 to date.

11. Please list all memoranda of understanding (MOU) entered into by your agency during fiscal years 2011, 2012, and 2013 (to date). For each, describe its purpose, indicate the date entered, and give the termination date.

Response: Please see chart immediately below for response to Question 11.

Note, as a result of the mission of OLRCB, on behalf of the agencies involved in arbitrations, unfair labor practices and other labor related matters, we execute memorandum of understandings on behalf of these agencies.

Memoranda of Understanding (MOU)					
Transferor	Transferee	Amount of MOU	Date Entered	Termination Date	Purpose of Reprogramming
Fiscal Year 2011					
OPEFM	AE0-OLRCB	\$50,000	10/1/10	9/30/11	Intra-District for collective bargaining negotiations
Fiscal Year 2012					
OSSE	AE0-OLRCB	275,000	10/1/11	9/30/12	Intra-District for collective bargaining negotiations
Fiscal Year 2013					
OSSE	AE0-OLRCB	\$200,000	10/1/12	9/30/13	Intra-District for collective bargaining negotiations
DC Public Libraries	AE0-OLRCB	\$70,000	10/1/12	9/30/13	Intra-District for collective bargaining negotiations
University of the District of Columbia	AE0-OLRCB	\$30,000	10/1/12	9/30/13	Intra-District for collective bargaining negotiations

12. 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 (sometimes called a "Form B") submitted by your agency to the Mayor or Chief Financial Officer as part of the budget process for fiscal years 2011, 2012, and 2013.

Response: The Office had no budget enhancement requests in Fiscal Years 2011, 2012 or 2013.

13. Please list each grant or sub-grant received by your agency in fiscal year 2012 and fiscal year 2013 (to date). List the date, amount, and purpose of the grant or sub-grant received, and explain how the grant is allocated if it is multi-year.

Response: The Office of Labor Relations and Collective Bargaining has no grants or sub-grants received in FY 2012 and FY 2013 to date.

14. Please list all currently open capital projects for your agency as of January 28, 2013, 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: The Office of Labor Relations and Collective Bargaining has no open capital projects open as of January 28, 2013.

15. 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: The only lawsuit where the OLRCB was named as a party, involved a lawsuit filed in 2008 by the Fraternal Order of Police (FOP), Metropolitan Police Department (MPD) Labor Committee (Union). In December 2012, the D.C. Superior Court ruled in favor of OLRCB and closed the case, including denying the union's requests for attorney fees.

The lawsuit emanated from on a request submitted pursuant to the Freedom of Information Action to the Office of Labor and Collective Bargaining 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 responsive 10,000 documents. After FOP initiated this lawsuit, Judge Ramsey ordered the District/OLRCB to conduct a "mini-review" of these 10,000 documents, which found that the assertion of privilege was untenable. As a result, Judge Johnson granted summary judgment in favor of FOP, and ordered the District to produce documents responsive to FOP's FOIA request.

In March 2012, FOP filed a motion to shift to the District its attorney's fees and litigation costs on the grounds that OLRCB had been obdurate and recalcitrant in making an assertion of privilege that did not have a basis in law. 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. Judge Johnson agreed with the District, and found that, rather than being obdurate or recalcitrant, the District "simply had a host of logistical challenges in reviewing thousands of documents, many of which were privileged." Accordingly, in an ordered dated December 20, 2012, Judge Johnson denied FOP's request for fees and closed the case in its entirety.

Note, as a matter of administering the labor relations and collective bargaining program the OLRCB is often named as a party in unfair labor practice and petition

for fees. However, as a matter of legal rules and procedures the OLRCB is often ruled out as a party when the matter is presented before PERB or Superior Court. The other cases where OLRCB is a named party in unfair labor practice cases are:

- a. PERB 13-U-10 (OLRCB named alongside OUC as Respondent) – we have a pending Motion to Dismiss OLRCB as a party respondent;
- b. PERB 12-U-35 (OLRCB named as Complainant along with Mayor Gray & Chief Cathy Lanier, COP); and
- c. PERB 12-N-04 (OLRCB named as Respondent in Negotiability Appeal) – FOP/MPDLC filed a Voluntary Dismissal on January 17, 2013 based on mootness as disputed proposal withdrawn by Union.

16. (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, 2010.
- (b) Please list and describe any ongoing investigations, audits, or reports of your agency or any employee of your agency.

Response: (a) The Office was the subject of any investigations, studies or reports responsive to the question presented in 16(a). However, the Office provides information regarding the District collective bargaining financial obligations to the Office of the Chief Financial Officer as part of its annual auditing process.

(b) Neither, the Office nor any employee of the Office, has been subjected to any investigation, studies or reports, currently in FY 2012 or, to date.

17. Please list in chronological order all employee grievances filed against your agency in fiscal year 2012 and fiscal year 2013 (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: There were no grievances filed by OLRCB employees in either Fiscal Years 2012 or 2013, to date.

18. In table format, please list the following for fiscal years 2011, 2012, and 2013 (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.); (3) total spent (by person and for the agency).

Response: Please see chart immediately below for the Office of Labor Relations and Collective Bargaining Use of SmartPay (credit) cards for Agency Purchases during FY 2011, 2012 and 2013, to date.

Fiscal Year	Name	Position Title	Purchase Limit Per Day	Total Spent
		Executive		

2011	Denise Richardson	Assistant	\$2,500	\$21,598
2012	Denise Richardson	Executive Assistant	\$2,500	\$24, 193
2013 (to Date)	Denise Richardson	Executive Assistant	\$2,500	\$ 6,125

19. (a) In table format, please provide the following information for fiscal years 2011, 2012, and 2013 (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.

Response: Please see chart immediately below for the Office of Labor Relations and Collective Bargaining Use of Cellular Phones & Mobile Devices, including employees authorized to carry and use such devices, annual expense for each authorized employees and the justification for such use.

Name	Position Title	Cellular Phone	I Pad	Total Spent
Fiscal Year 2011				
Natasha Campbell	Director	\$780 (\$65 per month)		\$780.00
Dean Aqui	Supervisory Attorney Advisor	\$780 (\$65 per month)		\$780.00
Michael Levy	Supervisory Attorney Advisor	\$780 (\$65 per month)		\$780.00
Jonathan O'Neill	Supervisory Attorney Advisor	\$780 (\$65 per month)		\$780.00
Fiscal Year 2012				
Natasha Campbell	Director	\$780 (\$65 per month)		\$780.00
Dean Aqui	Supervisory Attorney Advisor	\$780 (\$65 per month)		\$780.00
Michael Levy	Supervisory Attorney Advisor	\$780 (\$65 per month)		\$780.00
Jonathan O'Neill	Supervisory Attorney Advisor	\$780 (\$65 per month)		\$780.00
Fiscal Year 2013 As of January 31, 2013				
Natasha Campbell	Director	\$260 (\$65 per month) Oct. 1, 2012-Jan. 31, 2013	\$104.97 (\$34.99 per mo.) Nov. 1, 2012- Jan. 31, 2013	\$364.97
Dean Aqui	Supervisory Attorney Advisor	\$260 (\$65 per month) Oct. 1, 2012-Jan. 31, 2013		\$260.00
Michael Levy	Supervisory Attorney Advisor	\$260 (\$65 per month) Oct.1, 2012-Jan. 31, 2013		\$260.00
*Jonathan O'Neill	Attorney Advisor	195 (\$64 per month) October 1, – December 31, 2012		\$192.00

*Note, Mr. O'Neill no longer serves in a supervisory capacity and as a result is no longer issued a telephone.

- (b) Please describe how your agency manages and limits its phone costs, including cellular phones and mobile devices?

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

20. (a) Does your agency have or use a government vehicle? If so, for fiscal years 2011, 2012, and 2013 (to date), please list these vehicles. You may group the vehicles by category (e.g., 15 engines, 33 marked cruisers, three transport buses, etc.).

Response: The Office of Labor Relations and Collective Bargaining did not have a government vehicle in FY 2011 – FY 2012. In addition, the Office does not have or use a government vehicle in FY 2013.

21. Please list all vehicle accidents involving your agency's vehicles for fiscal years 2011, 2012, and 2013 (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: The Office of Labor Relations and Collective Bargaining did/does not have any government vehicle in FY 2011 to FY 2013 to date and thereby has not had a driver involved using a vehicle.

22. (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.

Response: The Office of Labor Relations and Collective Bargaining is in compliance with the D.C. Law that prohibits chauffeurs, take-home vehicles, and the use of SUVs (see D.C. Code §§ 50-203 and 50-204).

(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 chauffer or take-home status.

Response: The Office of Labor Relations and Collective Bargaining has no exceptions to the D.C. Law that prohibits chauffeurs, take-home vehicles, and the use of SUVs (see D.C. Code §§ 50-203 and 50-204).

23. In table format, please provide the following information for fiscal years 2011, 2012, and 2013 (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).

Response: Please see chart immediately below for Authorization by Office of Labor Relations and Collective Bargaining for Travel Outside the District of Columbia

Fiscal Year	Name	Position Title	Total Expense of Trip	Justification for Travel
2011	OLRCB staff incurred no travel related expenses in FY 2011	N/A	N/A	N/A
2012	Natasha Campbell	Director	\$1,473.07	16th World Congress International Labor and Employment Relations Association Conference. Program offered information on Labor and Employment that is used to further enhance the DC Labor and Employment program. Philadelphia, PA
2013	OLRCB staff incurred no travel related expenses in FY 2013 to date	N/A	N/A	N/A

24. Please provide and itemize, as of January 28, 2013, the current number of 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 they first started with your agency, and the date on which their current term expires.

Response: The Office of Labor Relations and Collective Bargaining Term Employee(s) as of January 31, 2013.

Term Employee Name	Position Title	Length of Term	Date began with agency	Date Current Term Expires
Kyle Simmons	Special Assistant (Term)	One Year	June 9, 2008	September 30, 2013

25. 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: During Fiscal Year 2012:

a. Collective Bargaining Negotiations:

The OLRCB's single most important goal is to resume and complete negotiations with the unions representing employees in public safety agencies, including the Fraternal Order of Police and the Metropolitan Police Department, the International Association of Firefighters and the Fire and Emergency Medical Services Department, the National Association of Government Employees and the Office of Unified Communications and the Homeland Security Management Agency and the Department of Corrections and the Fraternal of Order Police and to begin and complete negotiation of the AFSCME Master and the Compensation Units 1 and 2 Agreements.

b. Labor Litigation:

During Fiscal Year 2012 the OLRCB will continue to reduce the number of new cases filed by engaging management in advance of implementation of new policies, procedures and initiatives that impact the workforce so that we can ensure notice to and engage in any bargaining necessitated and requested by the unions.

c. Labor Relations, Collective Bargaining and Contract Administration Training

The OLRCB will also expand labor relations and collective bargaining training opportunities so that managers and supervisors are aware of and understand the requirements of the collective bargaining statute and the obligations outlined in the collective bargaining agreements.

d. Administration of Negotiated Citywide Initiatives

The OLRCB will continue to implement all negotiated citywide initiatives, namely, the Negotiated Employee Assistance Home Purchase Program, Commuter Benefit Program and the Classification and Compensation Reform Project.

e. Compliance and Auditing

The OLRCB will work with DCHR, OPRS and other applicable agencies to reduce the turnaround time for compliance with settlement agreements and implementation of decisions and awards.

f. Implementation of Major Legislative Mandates Impacting Union Employees

1. The OLRCB will continue to work with the Department of General Services, the Department of Human Resources and the various unions representing employees employed at the Department of General Services to address the union representation and other labor issues resulting from the establishment of the Department of General Services. (Note, when DGS was established the City Administrator informed the Council in the Implementation Plan that after one year the administration would address the labor issues resulting from the creation of DGS).
2. The OLRCB will also work to ensure timely notice to affected unions and engage in implementation bargaining resulting from the establishment of the Department of Forensic Sciences and the relocation of the Office of the Chief Medical Examiner and the Public Health Laboratory to the Consolidated Forensic Laboratory.
3. 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 2013 and 2014.

The top five priorities for the OLRCB are:

- 1. Consistent with the Mayor's directive to deal with labor representatives as partners rather than as adversaries, the OLRCB will ensure that agencies timely notify and engage union leadership consistent with the requirements of the law and the collective bargaining agreements.**

We continue to provide training with Director and senior agency leadership to emphasize the importance of the collective bargaining program and to review the collective bargaining agreements applicable to each agency's employees. We also ensure that agencies understand the need to timely notify ORLCB so we can advise the agency regarding impact of changes on the labor workforce, the collective bargaining agreements as well as ensure notice to labor leaders. We also encourage Directors to establish, or re-establish regular meetings with labor leadership representing employees in their respective agencies.

- 2. Consistently engage union negotiators with the goal of completing negotiations as expeditiously as possible, including, when appropriate, declaring impasse within the timeline established by statute.**

For all negotiations, the OLRCB attempts to negotiate ground rules that outline the terms of engaging in negotiations. This includes specifying when, where and how often the parties will meet to engage in substantive negotiations. The purpose of the ground rules is to maximize the parties' commitment to the negotiation process.

In addition, the OLRCB team is committed to meeting, consistent with the ground rules, and to negotiate in good faith. In addition, based on how a particular round of negotiation has unfolded, the OLRCB declares impasse 180 days after negotiations have commenced.

- 3. Engage impacted labor organizations in a review of bargaining unit certifications necessitated by the creation of new agencies and the merger of certain administrations into other agencies with the goal of jointly petitioning the Public Employee Relations Board to issue certifications to reflect the current organizational structure of the District of Columbia government.**

Because of the creation of new agencies (Department of General Services, the Department of Forensic Sciences) and the merger of administrations within agencies into other agencies, the need to review and revise the bargaining unit certifications must be a priority for management and its labor partners. However, often times, some labor leaders oppose management application of the law and the need for impacted employees to vote for the representative of their choice when workforce changes necessitate such a vote. It is our goal to review and engage the unions to review and jointly petition the PERB to issue bargaining unit certifications that reflect the organizational structure of the District.

This will require the OLRCB to conduct agency by agency review of bargaining unit certifications, in conjunction with agencies, the unions and the Public Employees Relations Board review and, as appropriate, update bargaining unit certifications to ensure that unit descriptions accurately reflects the District's current organizational structure.

The initial stages of this review begun as part of the Classification and Compensation Reform Project.

- 4. Advocate changes to the labor relations and collective bargaining statute as submitted to the Council for approval.**

The OLRCB has drafted a number of legislative changes to the existing collective bargaining statute and other areas of the DC Code that impact the labor relations and collective bargaining process. It is our goal to engage the administration and labor leaders, as appropriate, to submit the draft legislation to the Council for approval.

5. Continue to enhance the OLRCB document and case management system.

The OLRCB continues to work on improving the current Information Technology that supports the overall labor relations program. Because of the unique nature of the work performed by the office, one management initiative could result in a change in terms and conditions of employment possibly leading to impact and effects bargaining, arbitration or an unfair labor practice charge. Therefore, we are working to streamline the system so there can be a seamless connection to cases that emanate from a single action but ultimately may lead (and often do) to activity before PERB, an arbitrator or D.C. Superior Court.

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