Office of the City Administrator FY2019

Agency Office of the City Administrator **Agency Code** AE0 **Fiscal Year** 2019

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 The OCA provides oversight and support to the Deputy Mayors and District Agencies by increasing government effectiveness through cross-agency and targeted improvement initiatives, including the integration of strategic policy priorities, budgetary planning, and operational directives. The City Administrator manages the District's performance management activity and organizes multi-agency accountability sessions with the Mayor. OCA includes the Office of Budget and Performance Management (OBPM); Internal Sevices (IS); East of the River Services (ERS) Resilient DC; The Lab@DC; and 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.

2019 Accomplishments

Accomplishment	Impact on Agency	Impact on Residents
District achieves 'gold certification' from What Works Cities	What Works Cities evaluates how well cities are managed by measuring the extent to which city leaders incorporate data and evidence in their decision-making. In 2019, the District achieved gold level certification, increasing from silver in its first year of certification in 2018. Led by the Office of the City Administrator, a team of data experts including the Office of the Chief Technology Officer, the Office of Contracting and Procurement, and the Lab @ DC worked across multiple district agencies to demonstrate the use of data and evidence in each certification factor which included: Data Governance; Evaluations; General Management; Open Data; Performance and Analytics; Repurposing; Results-driven Contracting; and Stakeholder Engagement. The District was one of only 4 cities to achieve gold certification—the highest certification level awarded to date.	Better use of data to drive government programs benefits residents by ensuring that tax dollars are invested in outcome driven programs.
Releasing DC's first resilience strategy, Resilient DC: A Strategy to Thrive in the Face of Change	In April 2019, DC's first resilience strategy, Resilient DC: A Strategy to Thrive in the Face of Change was released. It is a tactical implementation strategy that brings together and aligns other major planning efforts into one coordinated strategy to confront the complex challenges of the 21st century with four overarching goals that will drive the District's resilience efforts moving forward. The strategy includes four goals: (1) Inclusive Growth, includes initiatives that help counter growing inequality and address historical inequities; (2) Climate Action, outlines initiatives that will institutionalize climate adaptation and mitigation throughout District Government; (3) Smarter DC, outlines initiatives that will make DC a technology-enabled city; and (4) Safe and Healthy Washingtonians, focuses on individual resilience, and a DC where residents are strong and healthy, and can thrive. Building on this strategy, OCA reestablished the Mayor's Resilience Cabinet and charged it with implementation of the resilience strategy. Further, OCA—through its Office of Budget and Performance Management—coordinated with agencies to incorporate the vision, goals, objectives, and initiatives of the strategy into the performance management and budget processes for FY20.	The Resilience Strategy addresses areas where the District faces challenges, including affordable housing, economic and social equity, environmental health, and urban mobility. The Strategy also accounts for unique challenges, such as potential acts of terrorism and government shutdowns. The Resilience Strategy was formulated to strengthen the District, reduce risks, mitigate harm, and improve the ability to recover when such disruptions are experienced.
Closing DC General	In support of Mayor Bowser's HomewardDC plan to end homelessness, the OCA supported agencies in closing DC General and opening new short term family housing facilities across 7 of the 8 wards. To date, the District has closed DC General, and opened Short Term Family Housing facilities in wards 4, 5, 7, and 8. Facilities in wards 3 and 6 are anticipated in be completed next fiscal year, and the Ward 1 facility is on track for completion in fall of 2020	The new Short-Term Family Housing Facilities provide a dignified, service-enriched temporary housing for families with minor children who are experiencing homelessness. These neighborhood-based programs provide wrap around services, 24/7 security, and a safe environment to ensure that families who have fallen on hard times have a fair shot at a second chance.

2019 Key Performance Indicators

Measure	Frequency	FY 2017 Actual	FY 2018 Actual	FY 2019 Target	FY 2019 Q1	FY 2019 Q2	FY 2019 Q3	FY 2019 Q4	FY 2019 Actual	KPI Status	Explanation
1 - Coordinate multi-agency projects, implement District-wide initiatives, and provide agencies with guidance and support to achieve progress on the Mayor's priorities (2 Measures)											

Measure	Frequency	FY 2017 Actual	FY 2018 Actual	FY 2019 Target	FY 2019 Q1	FY 2019 Q2	FY 2019 Q3	FY 2019 Q4	FY 2019 Actual	KPI Status	Explanation
Percent of fiscal year agency initiatives either fully or partially achieved	Annually	90%	77.6%	90%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	89.7%	Nearly Met	While OCA provides technical assistance to agencies for developing robust strategic initiatives, however there are a variety of factors that impact an agency's ability to partially or fully achieve an initiative. In FY20, OCA will continue to provide assistance and support to agencies to increase the percent of partially or fully achieved initiatives.
Percent of fiscal year key performance indicators either fully or partially achieved	Annually	75%	76.3%	80%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	78.1%	Nearly Met	OCA provides technical assistance to agencies for developing robust performance metrics, however there are a variety of factors that impact an agency's ability to partially or fully achieve key performance indicators (KPIs). Additionally, some agencies have significant delays in receiving data prior to the end of the fiscal year, therefore these KPIs could not be included in the calculation. In FY20, OCA will continue to provide assistance and support to agencies to increase the percent of partially or fully achieved KPIs.
2 - Advance efficient and effective DC government services by developing a priority driven budget process informed by scientific research and performance management practices. (5 Measures)											
Percent of executive agencies completing a fiscal year performance plan (excludes independent agencies)	Annually	100%	100%	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met	

Measure	Frequency	FY 2017 Actual	FY 2018 Actual	FY 2019 Target	FY 2019 Q1	FY 2019 Q2	FY 2019 Q3	FY 2019 Q4	FY 2019 Actual	KPI Status	Explanation
Percent of executive agencies participating in the annual performance training (excludes independent agencies)	Annually	96.2%	90.4%	95%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	88.6%	Nearly Met	Due to staffing changes and impending agency deadlines for submitting performance plans, OBPM hosted two instead of three trainings this fiscal year. In FY20, OBPM plans to schedule the typical number of trainings but earlier in the fiscal year to reach more agencies and train more agency performance managers.
Average rating given by performance training participants (1-5 likert scale, where 5 = very helpful)	Annually	New in 2019	4.5	4	Annual Measure	Annual Measure	Annual Measure	Annual Measure	4.3	Met	
Percent of relevant investments that go through Investment Review Board	Annually	New in 2019	New in 2019	New in 2019	Annual Measure	Annual Measure	Annual Measure	Annual Measure	89.2%	No Target Set	
Percent of all current core business measures with data reported	Annually	New in 2019	New in 2019	New in 2019	Annual Measure	Annual Measure	Annual Measure	Annual Measure	33.1%	No Target Set	
3 - Expand and enhance the use of public-private partnerships to revitalize and expand the District's infrastructure (1 Measure)											
Number of procurements initiated for new P3 projects	Annually	3	1	3	Annual Measure	Annual Measure	Annual Measure	Annual Measure	0	Unmet	There were no new P3 projects initiated in FY19. The goal was to address challenges with the Streetlights and Daly Building procurements. Efforts are ongoing related to these procurements, but progress has been impacted by issues such as a protest to the Streetlights procurement. As the new managers of the P3 office, the Office of the Deputy Mayor for Planning and Economic Development (DMPED) will continue its efforts to move these procurements forward in FY20.

Measure	Frequency	FY 2017 Actual	FY 2018 Actual	FY 2019 Target	FY 2019 Q1	FY 2019 Q2	FY 2019 Q3	FY 2019 Q4	FY 2019 Actual	KPI Status	Explanation
4 - Foster strong labor relations through good faith engagement with duly elected and authorized employee labor representatives (4 Measures)											
Number of collective bargaining agreements reached without arbitration	Annually	New in 2018	7	3	Annual Measure	Annual Measure	Annual Measure	Annual Measure	4	Met	
Number of collective bargaining agreements reached with arbitration	Annually	New in 2018	3	2	Annual Measure	Annual Measure	Annual Measure	Annual Measure	3	Unmet	As the protection of public funds remains important, the reduction of litigation costs will remain a top priority for FY20. OLRCB will continue to address this by working proactively with the employing agency and the Office of the City Administrator (OCA), as appropriate, to determine the best course of action (i.e., mediate, settle, or proceed to hearing) to serve the public interest and the preservation of taxpayer funds.
Number of collective bargaining negotiations without an agreement reached	Annually	New in 2018	4	4	Annual Measure	Annual Measure	Annual Measure	Annual Measure	2	Met	

Measure	Frequency	FY 2017 Actual	FY 2018 Actual	FY 2019 Target	FY 2019 Q1	FY 2019 Q2	FY 2019 Q3	FY 2019 Q4	FY 2019 Actual	KPI Status	Explanation
Number of cases where litigation resulted in lawyer fees being awarded to opposing counsel	Annually	New in 2018	0	0	Annual Measure	Annual Measure	Annual Measure	Annual Measure	5	Unmet	While OLRCB strives to take to hearing only cases that are deemed meritorious and that have a reasonable prospect of success, on occasion, we are nonetheless unable to sustain management's actions. Whenever the Union prevails by establishing that there has been 'unjustified or unwarranted personnel action,' there is a strong likelihood that the Union counsel will be awarded attorney's fees on the strength of the federal Back Pay Act (which still governs the District). During the FY19 period we encountered a number of cases where attorney's fees were awarded. In keeping with our normal processes, OLRCB has identified these cases as indicative that greater focus needs to be applied to strengthening the affected agencies' internal procedural and substantive safeguards to ensure a greater likelihood of future success in sustaining their disciplinary actions. OLRCB will also continue to train agencies in Progressive Discipline and Managing in a Unionized Environment.

5 - Create and maintain a highly efficient, transparent and responsive District government. (8 Measures)

Measure	Frequency	FY 2017 Actual	FY 2018 Actual	FY 2019 Target	FY 2019 Q1	FY 2019 Q2	FY 2019 Q3	FY 2019 Q4	FY 2019 Actual	KPI Status	Explanation
HR MANAGEMENT - Percent of eligible employees completing and finalizing a performance plan in PeopleSoft (Updated by OCA)	Annually	New in 2019	New in 2019	90%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	36.2%	Unmet	OCA has renewed its commitment to the employee performance plan process in FY20 and OBPM is determining whether this measure appropriately gauges how effectively agencies track and evaluate employee performance.
HR MANAGEMENT - Percent of eligible employee performance evaluations completed and finalized in PeopleSoft (Updated by OCA)	Annually	New in 2019	New in 2019	90%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data		
FINANCIAL MANAGEMENT - Quick Payment Act Compliance - Percent of QPA eligible invoices paid within 30 days (Updated by OCA)	Annually	New in 2019	New in 2019	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met	
FINANCIAL MANAGEMENT - Percent of local budget de-obligated to the general fund at the end of year (Updated by OCA)	Annually	New in 2019	New in 2019	1.5%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data		
CONTRACTS AND PROCUREMENT - Percent of Small Business Enterprise (SBE) annual goal spent (Updated by OCA)	Annually	New in 2019	New in 2019	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data		

Measure	Frequency	FY 2017 Actual	FY 2018 Actual	FY 2019 Target	FY 2019 Q1	FY 2019 Q2	FY 2019 Q3	FY 2019 Q4	FY 2019 Actual	KPI Status	Explanation
IT POLICY AND FOIA COMPLIANCE - Percent of "open" data sets identified by the annual Enterprise Dataset Inventory published on the Open Data Portal - (Updated by OCA)	Annually	New in 2019	New in 2019	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	0%	Unmet	The FY19 data for this measure is based on the 2019 Enterprise Data Inventory (EDI), which is current as of March 9, 2019. Any open data set published to the Open Data Portal--or equivalent site--after the above date was not included in the inventory, nor was it factored into the calculation for this measure. OCA's lone open data set was published to the Open Data Portal in April 2019, which is why this measure shows 0% for FY19. In FY20, OCA expects this measure to be 100%.
IT POLICY AND FOIA COMPLIANCE - Percent of FOIA Requests Processed in more than 25 business days - statute requirements allow 15 business days and a 10 day extension - (Updated by OCA)	Annually	New in 2019	New in 2019	5%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data		
HR MANAGEMENT - Average number of days to fill vacancy from post to offer acceptance (Updated by OCA)	Annually	New in 2019	New in 2019	60	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data		

*Mayoral agencies include agencies under the Health and Human Services, Education, Public Safety and Justice, Operations and Infrastructure, Economic Development, and Internal Services clusters. It excludes all independent agencies and select EOM agencies.
*The HR management, Financial Management, IT Policy and FOIA Compliance, and Contracts and Procurement measures were collected for all mayoral agencies in FY 2019. OCA calculates these measures based on summary-level data from various agencies, and cannot verify the accuracy of any calculations.
*The 2019 DC Enterprise Data Inventory (EDI) contains datasets published on DC's Open Data Portal, which is current as of March 9, 2019, and any datasets published to the portal after the above date were not included in the measure's calculation.
*Due to data lags, FY 2019 data for the following core business measures will be published in March 2020: Contracts and Procurement - Percent of Small Business Enterprise (SBE) annual goal spent; Financial Management - Percent of local budget de-obligated to the general fund at the end of year; Human Resource Management - Average number of days to fill vacancy from post to offer acceptance; Human Resource Management - Percent of eligible employee performance evaluations completed and finalized in PeopleSoft; and IT Policy and Freedom of Information Act (FOIA) Compliance - Percent of FOIA Requests Processed in more than 25 business days - statute requirements allow 15 business days and a 10 day extension.

2019 Workload Measures

Measure	FY 2017 Actual	FY 2018 Actual	FY 2019 Q1	FY 2019 Q2	FY 2019 Q3	FY 2019 Q4	FY 2019 Actual
1 - Agency Operations (1 Measure)							
Number of annual multiagency and cross cluster projects coordinated by OCA	22	34	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Not Available

Measure	FY 2017 Actual	FY 2018 Actual	FY 2019 Q1	FY 2019 Q2	FY 2019 Q3	FY 2019 Q4	FY 2019 Actual
1 - Government Operations (3 Measures)							
Number of investments reviewed by the Investment Review Boards	New in 2019	New in 2019	Annual Measure	Annual Measure	Annual Measure	Annual Measure	116
Number of investments referred for incorporation into the Capital Investment Plan	New in 2019	New in 2019	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Not Available
Number of Investment Review Board meetings	New in 2019	New in 2019	Annual Measure	Annual Measure	Annual Measure	Annual Measure	9
1 - Grants Management (3 Measures)							
Total dollar amount of Federal grant money given to DC	4,087,558,417	4,019,676,002	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data
Number of single audit findings	26	26	Annual Measure	Annual Measure	Annual Measure	Annual Measure	17
Number of single audit repeat findings	18	18	Annual Measure	Annual Measure	Annual Measure	Annual Measure	13
2 - Budget Formulation and Execution (1 Measure)							
Number of budget engagement forums hosted	3	3	Annual Measure	Annual Measure	Annual Measure	Annual Measure	3
2 - CapSTAT (2 Measures)							
Total number of CapSTAT meetings held	14	7	2	2	1	3	8
Number recommendations made with closeout deadlines within the fiscal year	New in 2019	New in 2019	Annual Measure	Annual Measure	Annual Measure	Annual Measure	51
2 - Performance Management and Strategic Planning (4 Measures)							
Number of cluster meetings held to review progress on FY annual performance plans	13	9	0	6	0	0	6
Number of executive agencies or offices participating in performance plans	52	52	Annual Measure	Annual Measure	Annual Measure	Annual Measure	51
Number of independent (non-executive) agencies or offices participating in performance plans	17	22	Annual Measure	Annual Measure	Annual Measure	Annual Measure	25
Number of agencies that send a representative to the annual OBPM training on performance management	65	60	Annual Measure	Annual Measure	Annual Measure	Annual Measure	48
2 - The Lab@DC (3 Measures)							
Number of Rapid Randomized Control Trials (RCTs) completed	New in 2018	8	1	1	1	2	5
Number of Randomized Control Trials (RCTs) completed	New in 2018	4	0	0	0	0	0
Number of applied analytics projects completed	New in 2018	6	0	2	3	3	8
3 - Public Private Partnerships (1 Measure)							
Number of meetings with impacted ANC's held	23	10	No data available	No data available	No data available	0	0
4 - Collective Bargaining (6 Measures)							
Number of non-compensation collective bargaining agreements currently under negotiation	15	1	Annual Measure	Annual Measure	Annual Measure	Annual Measure	2
Total compensation collective bargaining agreements currently under negotiation	12	4	Annual Measure	Annual Measure	Annual Measure	Annual Measure	3
Number of cases pending at the start of year	New in 2018	146	Annual Measure	Annual Measure	Annual Measure	Annual Measure	146
Number of cases referred to OLRCB during the fiscal year	45	53	7	5	25	5	42
Number of cases closed (withdrawn, settled, or reached judgement)	New in 2018	50	4	10	38	9	61

Measure	FY 2017 Actual	FY 2018 Actual	FY 2019 Q1	FY 2019 Q2	FY 2019 Q3	FY 2019 Q4	FY 2019 Actual
Number of union dues applications received	New in 2018	5091	Annual Measure	Annual Measure	Annual Measure	Annual Measure	400
4 - Training (1 Measure)							
Total number of employees trained in labor relations and collective bargaining	244	241	Annual Measure	Annual Measure	Annual Measure	Annual Measure	257

2019 Operations

Operations Header	Operations Title	Operations Description	Type of Operations
1 - Coordinate multi-agency projects, implement District-wide initiatives, and provide agencies with guidance and support to achieve progress on the Mayor's priorities (4 Activities)			
OFFICE OF AGENCY OPERATIONS	Agency Operations	Provides support to the City Administrator and District agencies in the areas of management and policy.	Daily Service
GOVERNMENT OPERATIONS	Government Operations	Lead the Government Operations cluster and Government Operations agencies by driving high-quality performance, continuous improvement, innovation, and cost-effective solutions.	Daily Service
GRANTS MANAGEMENT	Grants Management	The Division of Grants Management is charged with providing guidance on grants management issues and is tasked with fostering collaboration among agencies who receive federal grant funds. The Division develops and maintains Grants Management policies and procedures and provides training opportunities for internal employees managing grants and all grant related programs.	Daily Service
RESILIENT DC	Resilient DC	Help to stand up the 100 Resilient Cities (100 RC) effort in DC. The District was selected as one of the final 37 cities to be inducted into Rockefeller Foundation's 100 RC – a prestigious global network. Membership in the network establishes the District as a leader in the movement toward urban resilience, which challenges government to find new ways to learn and adapt, girding the city against likely shocks and lessening its susceptibility to chronic stresses.	Key Project
2 - Advance efficient and effective DC government services by developing a priority driven budget process informed by scientific research and performance management practices. (5 Activities)			
GOVERNMENT OPERATIONS	Government Operations	Lead the Government Operations cluster and Government Operations agencies by driving high-quality performance, continuous improvement, innovation, and cost-effective solutions.	Daily Service
OFFICE OF BUDGET AND PERFORMANCE MANAGEMENT	CapSTAT	CapSTAT takes a deep-dive into important issues facing DC, and works with all stakeholders to develop recommendations to improve programs and services.	Daily Service
OFFICE OF BUDGET AND PERFORMANCE MANAGEMENT	The Lab@DC	The Lab uses scientific insights and methods to test and improve policies and provide timely, relevant, and high-quality analysis to inform the District's most important decisions. Research teams provide additional capacity to agencies to run Randomized Control Trials (RCTs), rapid RCTs, and applied analytics projects.	Daily Service
OFFICE OF BUDGET AND PERFORMANCE MANAGEMENT	Performance Management and Strategic Planning	The Office of Performance Management uses data, strategic planning and innovation to continuously improve the programs and services that DC government delivers. OPM produces a weekly dashboard of key data trends for the Mayor, works with agencies and Deputy Mayor to develop specific initiatives to help move the needle on District priority goals and agency objectives. We also look for innovative ways to make improvements to key programs and services in DC.	Daily Service
OFFICE OF BUDGET AND PERFORMANCE MANAGEMENT	Budget Formulation and Execution	Design an operating budget and capital budget for future fiscal years by allocating scarce resources in an efficient manner aligned with the Mayor's priorities.	Daily Service
3 - Expand and enhance the use of public-private partnerships to revitalize and expand the District's infrastructure (1 Activity)			
OFFICE OF PUBLIC PRIVATE PARTNERSHIPS	Public Private Partnerships	The Office of Public-Private Partnerships (OP3) is charged with building collaborations between private sector businesses and District government to support large-scale projects such as infrastructure development and enhancements.	Daily Service
4 - Foster strong labor relations through good faith engagement with duly elected and authorized employee labor representatives (2 Activities)			
LABOR RELATIONS/COLLECTIVE BARGAINING	Training	OLRCB provides training to labor liaisons, managers, supervisors and management officials concerning their rights and obligations under the CMPA and applicable labor law, policies and procedures.	Daily Service
LABOR RELATIONS/COLLECTIVE BARGAINING	Collective Bargaining	OLRCB effectively represents the District as the principal management advocate in the administration of a comprehensive labor management program.	Daily Service

2019 Strategic Initiatives

Strategic Initiative Title	Strategic Initiative Description	Completion to Date	Status Update	Explanation for Incomplete Initiative
Budget Formulation and Execution (2 Strategic initiatives)				
Investment Review Boards	As part of the broader effort to infuse data analytics into Government decision-making, GovOps will work with OBPM, OCFO and relevant agencies to stand up Investment Review Boards. These Boards will provide year-round vetting and oversight of major capital investments to ensure the Government understands the multi-year business case for capital proposals and monitors the performance of those investments. In FY19, these Boards will be set up to focus on District facilities and IT systems. The intent is to have these Boards work alongside the traditional budget committees to formulate the FY20 budget, providing oversight and ongoing monitoring of the District's significant investments.	Complete	We have completed the process of setting up the IRBs.	
Improved Capital Budget Monitoring Mechanism	In FY19, OBPM will work to introduce an improved capital budget monitoring mechanism that will enhance strategic level oversight with updates that combine project management, contracts/procurement, and financial/accounting functions.	Complete	OCA improved the process of examining existing prior year balances in order to ensure the best and highest use of the District's capital resources, ensuring that projects with un-needed balances were closed-out and that the District's capital project needs for FY 2019 were met.	
Government Operations (5 Strategic initiatives)				
Customer Experience Transformation	The Customer Experience Transformation is a cross-agency effort focused on improving the customer experience to achieve Government goals. Using fact-based analysis and focus on stakeholder engagement and enablement, we are working with agencies to make DC government more delightful for residents. The foundation for this work will come from conducting a Listening Tour (meeting with customer experience stakeholders to collect insights, ideas and context), reinvigorating the Working Group (a monthly interagency meeting focused on sharing best practices and providing feedback on the initiative), and increasing touchpoints and relevance of this critical area.	Complete	Multiple projects have been completed, including a pilot initiative to provide innovation training for three District government agencies. Participating agencies included DACL, DDS, and ODR. The training, which was provided by the Center for Public Impact, provided tools and techniques to help government leaders learn from mistakes and promote a culture of innovation and positive change.	
Investment Review Boards	As part of the broader effort to infuse data analytics into Government decision-making, GovOps will work with OBPM, OCFO and relevant agencies to stand up Investment Review Boards. These Boards will provide year-round vetting and oversight of major capital investments to ensure the Government understands the multi-year business case for capital proposals and monitors the performance of those investments. In FY19, these Boards will be set up to focus on District facilities and IT systems. The intent is to have these Boards work alongside the traditional budget committees to formulate the FY20 budget, providing oversight and ongoing monitoring of the District's significant investments.	Complete	We have completed the process of setting up the IRBs.	
Mayor's Management Agenda	The goal of this initiative is to develop a Mayor's Management Agenda (MMA) that would focus the aims of operations improvement initiatives across Government support services. The MMA will draw on and inform the Mayor's broader set of Priority Goals and budget priorities, and would be refreshed periodically.	0-24%	The Mayor's Management Agenda was discontinued as a Strategic Initiative of the Internal Services team in FY19 Q4.	It was decided to develop a broader set of Strategic Priorities for the cluster for the remainder of the second term, which replaced the MMA.

Strategic Initiative Title	Strategic Initiative Description	Completion to Date	Status Update	Explanation for Incomplete Initiative
Core Business Measures	GovOps will work with OBPM to improve the reporting of existing core business measures. Additionally, refinements will be made to ensure measures align with the Mayor's Management Agenda and FY20 budget priorities.	0-24%	In January 2019, Government Operations was restructured as Internal Services (IS). With the inception of IS, the Mayor's Management Agenda was discontinued as a strategic initiative in Q4 FY19. Additionally, the Assistant City Administrator is working with IS agencies and OBPM to develop Core Business Measures to be reported quarterly. These business measures are in addition to IS agencies' general performance plan measures.	In coordination with agencies, OBPM continues to improve on understanding the integrity and limitations of data elements used to calculate core business measures. In FY20, OBPM will continue to coordinate with IS to determine core business measures that accurately depict agencies effectiveness in conducting select activities central to agency operations. The Mayor's Management Agenda was discontinued as a Strategic Initiative for Internal Services team in FY19 Q4. The newly developed IS cluster will be revisiting this and developing a new structure.
Cybersecurity	GovOps will continue to promote and build on the District's cybersecurity strategy. Improvements to the strategy will be pursued across multiple domains including governance, legislation, technology and training. This will include supporting OCTO in its goals to better track critical systems, monitor threats, and mitigate attacks, as well as ensure further integration of the strategy across Government.	Complete	Advances in cybersecurity were made across multiple domains, including approved FY20 budget enhancements for specific cycbersecurity upgrades as well as the SMaRT Tech Act (approved in Q4 for advancement) which includes improved cybersecurity guidance.	
Performance Management and Strategic Planning (5 Strategic initiatives)				
Core Business Measures	GovOps will work with OBPM to improve the reporting of existing core business measures. Additionally, refinements will be made to ensure measures align with the Mayor's Management Agenda and FY20 budget priorities.	0-24%	The Mayor's Management Agenda was discontinued as a Strategic Initiative of the Internal Services team in FY19 Q4. Though with the inception of the Internal Service (IS) cluster in FY19 the Assistant City Administrator's team is working with agencies to develop core business measures to be reported quarterly. These business measures are in addition to IS agency general performance plan measures.	The Mayor's Management Agenda was discontinued as a Strategic Initiative of the Internal Services team in FY19 Q4. The newly developed IS cluster will be revisiting this and developing a new structure.
Data Governance	In FY19 in collaboration with OCA, OCTO will (a) establish an e-Data Sharing Agreement Tool and Process that will include standard data sharing agreements and will be tied to the Enterprise Dataset Inventory; (b) issue data submission guidelines for District agencies; (c) migrate at least one agency's data sets into the Data Lake; (d) undertake at least one joint project with The Lab @ DC leveraging OCTO's searchable "Data Lake"; (e) in collaboration with OSSE and DCPS, develop a multi-agency data sharing requirements checklist for the Family Educational Rights and Privacy Act of 1974 (FERPA) (a federal law that protects the privacy of student education records).	25-49%	OCTO is modifying the Lab @ DC's standard data sharing template which is designed for a single agency sharing data with the Lab for research purposes. The new template is intended for semi-automated processing, and will support multiple parties sharing data for a variety of purposes. OCTO has also begun assessing document management technologies to determine which is best suited for the data sharing agreement application The Lab is now actively testing the Data Lake's functionality, and OCTO is working through a list of security requirement provided by the Lab. The Lab plans to use the DC Data Lake for storage and analysis of one or more projects in the coming months.	OCTO and OCA are shifting the approach and are reflecting these changes in priorities in the agencies' FY20 strategic initiatives.
Inventory of Agency Dashboards	In FY19, OBPM will complete an inventory of internal and external data dashboards across all executive agencies in the district. The inventory will help OCA understand (a) which agencies are leveraging dashboards to understand their data, and (b) which data sets are being automatically updated to inform decision -makers. OBPM hopes to leverage existing dashboards to liberate data and utilize the information for decision-making.	Complete	OBPM has completed an inventory of internal and external data dashboards across executive agencies in the district, and now has better awareness as to how agencies are visualizing their own data sets.	
What Works Cities	Achieve gold certification in data-driven governance, by demonstrating the District's ability to understand data, track progress, and use data and evidence to inform decisions.	Complete	The District of Columbia obtained gold certification status as of April 2019.	

Strategic Initiative Title	Strategic Initiative Description	Completion to Date	Status Update	Explanation for Incomplete Initiative
Customer Experience Transformation	The Customer Experience Transformation is a cross-agency effort focused on improving the customer experience to achieve Government goals. Using fact-based analysis and focus on stakeholder engagement and enablement, we are working with agencies to make DC government more delightful for residents. The foundation for this work will come from conducting a Listening Tour (meeting with customer experience stakeholders to collect insights, ideas and context), reinvigorating the Working Group (a monthly interagency meeting focused on sharing best practices and providing feedback on the initiative), and increasing touchpoints and relevance of this critical area.	Complete	Multiple projects have been completed, including a pilot initiative to provide innovation training for three District government agencies. Participating agencies included DACL, DDS, and ODR. The training, which was provided by the Center for Public Impact, provided tools and techniques to help government leaders learn from mistakes and promote a culture of innovation and positive change.	
Public Private Partnerships (2 Strategic initiatives)				
Issuance of final streetlight RFP by end of FY19	In FY19, the OP3 will issue the final RFP for this performance based and environmentally beneficial project. This will allow the OP3 to select a preferred bidder and reach commercial close shortly thereafter.	25-49%	The RFP was not issued because there was a delay in the process due to protest by one of the bidders. In order to resolve the protest, all of the proposals were re-reviewed by the Office of Contracting and Procurement (OCP) and an updated shortlist was developed. The next phase of the process could not move forward until this was completed. This process delayed the first round of meetings with bidders until August 2019--about a month before the end of the fiscal year.	The delay in the streetlight P3 was a result of a protest by one of the bidders. The process could not move forward until the protest was resolved. This involved OCP re-evaluating all of the bids a second time.
Issuance of final Daly building RFAP	In FY19, the OP3 will issue the final RFAP to completely renovate and maintain the historic Daly building. This will allow the OP3 to select a preferred bidder and reach commercial close shortly thereafter.	0-24%	The goal of the P3 structure was to have a third party renovate the building for MPD occupancy. As currently proposed, capital funding would be needed to renovate the building, which would significantly impact the debt cap. Senior leadership is in the process of evaluating options to renovate the Daly building.	A decision was made to re-evaluate how the District wants to deploy capital to renovate the Daly building. The P3 process for Daly has been put on hold until a determination is made.
Resilient DC (1 Strategic Initiative)				
Publish the Resilient DC Strategy	In FY18, Resilient DC conducted detailed analysis, research, and outreach into 4-5 key discovery areas (each with their own inter-agency and stakeholder working group). In FY19, Resilient DC will identify and validate DC's key resilience goals and initiatives in a public and inspirational document. The strategy will identify a number of actions that various District agencies will have the responsibility to execute.	Complete	On August 6, 2019, the City Administrator issued a memorandum, "Implementation of Resilient DC," which reestablished the Mayor's Resilience Cabinet and charged it with implementation of Resilient DC, the District's resilience strategy. Specifically, this memorandum directed several agencies to incorporate the vision, goals, objectives, and initiatives of the strategy into the performance and budget processes. This process will ensure agencies work to implement that the Resilient DC strategy, published in April 2019.	
The Lab@DC (2 Strategic initiatives)				
Innovation Fund	The Lab will run an innovation competition within DC government for agencies to propose research projects they would like to conduct. The Lab will award $150,000 worth of work across 2-5 projects.	25-49%	OBPM decided to shift this from a competition to a resource for low-cost interventions to support new and ongoing projects in FY20. One project partnership has been secured with the Deputy Mayor for Education that will utilize funds for a Randomized Control Trial (RCT) in school year 2019/2020. Due to this project, 16% of funds have been expended, and there are 4 projects in the pipeline that will utilize the remaining funds if implemented.	OBPM decided to shift the approach. Rather than a competition, we will use the funding as a resource for low-cost interventions to support new and ongoing projects in FY20.
Agency Fellowships	The Lab will identify 8 new Lab Fellows at DC agencies who will join The Lab part time for at least one defined project in their area of expertise.	Complete	The Lab has on-boarded five new fellows: three from MPD, one from CFSA, one from DHS. The Lab is working with agencies to hire or identify four new staff members who will be Lab Fellows.	

Strategic Initiative Title	Strategic Initiative Description	Completion to Date	Status Update	Explanation for Incomplete Initiative
Training (1 Strategic Initiative)				
Rolling Out Training Citywide	OLRCB will ramp up its dynamic outreach to agencies Districtwide to provide targeted, critical training in "Managing Strategically in a Unionized Environment" and "Progressive Discipline" in order to equip Agency Directors, senior leaders and managers to manage the labor relations efforts within their agencies in the most effective manner possible with a view to limiting unnecessary litigation and the attendant costs. These efforts will involve taking the trainings to the agencies themselves and hosting others at One Judiciary Square.	Complete	Rolling Training citywide is ongoing and occurs on a quarterly basis with labor liaisons and agencies. 40 labor liaisons took part in the last labor liaison forum and Medical Marijuana focus group.	

OFFICE OF THE CITY ADMINISTRATOR
BUDGET & PERFORMANCE MANAGEMENT

FY2020 Performance Plan

AGENCY CODE: TBD

OFFICE OF LABOR RELATIONS AND COLLECTIVE BARGAINING (OLRCB)

WEBSITE: https://oca.dc.gov/node/431642

TELEPHONE: 202. 724.4953

MISSION: *The mission of the OLRCB is to effectively represent the District as the principal management advocate in the administration of a comprehensive labor management program.*

SUMMARY SERVICES

OLRCB's areas of responsibility include, but are not limited to:

- Representing management before the Public Employee Relations Board in representation matters, unit determinations, unfair labor practices, negotiability appeals, arbitration appeals and impasse proceedings;
- Representing the Mayor and District departments, offices and agencies in collective bargaining over working conditions and compensation agreements and bargaining over the impact and effects changes in conditions of employment;
- Developing and presenting cases before third party neutrals in mediation and arbitration proceedings;
- Representing the Mayor on joint labor management committees and work groups;
- Advising the Mayor and District departments, offices and agencies concerning all aspects of labor relations;
- Training labor liaisons, managers, supervisors and management officials concerning their rights and obligations under the Comprehensive Merit Personnel Act (CMPA), applicable CBAs and applicable labor law, policies and procedures; and
- Developing, implementing and administering citywide labor initiatives.

FY2020 Performance Plan

PROGRAM DESCRIPTION

The Office of Labor Relations and Collective Bargaining is composed of four major work units:

(1) **Negotiations and Contract Administration Unit** - The Negotiations and Contract Administration Unit is responsible for negotiating collective bargaining agreements; the process by which wages, benefits and other terms and conditions of employment for organized employees is established; training management representatives on the provisions of each collective bargaining agreement applicable to their agency; conducting "impact and effects" bargaining necessitated by new policies, programs and initiatives or changes to existing policies, programs and initiatives and responding to requests from management for advice and counsel on planned management action, prior to decision making and implementation.

(2) **Litigation Unit** - The Litigation Unit is focused on initiating, prosecuting, defending and monitoring a wide range of litigation activity, primarily for and on behalf of agencies under the personnel authority of the Mayor. It also supports and monitors litigation activity carried on by agencies with independent personnel authority (such as the University of the District of Columbia). This litigation activity consists primarily of grievance arbitrations, unfair labor practice complaints (ULPs), enforcement actions and arbitration review requests (ARRs) before the Public Employee Relations Board (PERB) and supporting Motions to Stay or Compel Arbitration or appeals from PERB Decisions and Orders in DC Superior Court.

(3) **Administrative and Program Support Unit**.

To effectively carry out the mission of the Office, OLRCB personnel continuously interacts with managers, supervisors, labor liaisons, union leaders and other stakeholders. OLRCB believes that positive employee and labor relations are essential to creating a productive work environment. We endeavor to strike an appropriate balance between the interests of management and labor, within the bounds of the proper administration of the CMPA, legal precedent and all applicable CBAs, rules and procedures.

FY2020 Performance Plan

AGENCY PERFORMANCE PLAN*

Office of Labor Relations and Collective Bargaining (OLRCB) has the following strategic objectives for FY 2020:

Strategic Objectives

1. OLRCB's top priority for FY20 is to continue to reduce litigation costs even further. OLRCB will continue to prevail in or successfully mediate cases. As the protection of public funds remains important, the reduction of litigation costs will remain a top priority for FY20. OLRCB will continue to address this by working proactively with the employing agency and the Office of the City Administrator (OCA), as appropriate, to determine the best course of action (i.e., mediate, settle, or proceed to hearing) to serve the public interest and the preservation of taxpayer funds.

2. OLRCB's second strategic objective is the integration of raw data into our updated data management system, Time Matters. OLRCB currently maintains hard copies of certifications issued by the Public Employee Relations Board (PERB); most of them issued prior to OLRCB's implementation of Time Matters. In achieving its priority, OLRCB will digitize all certifications into the centralized data management system. This will allow for better recordkeeping and for OLRCB to quickly address questions regarding the bargaining unit status of employees at agencies. OLRCB will also integrate existing new case data into the system, which will allow OLRCB to track frequent issues that agencies face in labor litigation. For FY20, OLRCB will continue integrating raw data into the new data management system.

3. OLRCB's third priority for FY20 is to develop robust training curriculum based primarily upon litigation case data. OLRCB will hold quarterly labor liaison forums and conduct case studies based upon litigation case data. The case study trainings were well received in FY19 by District Government management officials and labor law practitioners. OLRCB will maintain its development of training curriculum based upon litigation case data as a top priority for FY20. In addition, OLRCB will conduct other targeted management trainings to promote progressively better labor relations and the adoption of best practices.

4. OLRCB's fourth priority for FY20 is to strengthen relations with labor leaders. The Director has maintained an open-door policy for any labor president who wishes to discuss the status of bargaining, any matter covered by a CBA, or the labor-management relations section the CMPA. These relationships have led to the resolution or withdrawal of unfair labor practice complaints and, coupled with actions taken consistent with OLRCB's other top priorities, have led to more successful mediations of cases with labor unions. Continued development and maintenance of

strong relationships with labor leaders will remain a top priority for OLRCB in FY20. OLRCB will lead quarterly labor relations roundtables in partnership with OCA, focused on partnership and process improvement.

OPERATIONS

Strategic Objective 1: Example: reduce litigation costs even further

Operations Title	Description	Type of Operations
Labor Relations/Collective Bargaining	*Training*	*Daily Service*
Labor Relations/Collective Bargaining	*Litigation*	*Daily Services*
Labor Relations/Collective Bargaining	*Negotiations*	*Daily Services*

Strategic Objective 2: Foster strong labor relations through good faith engagement with duly elected and authorized employee labor representatives.

Operations Title	Description	Type of Operations
Labor Liaison Forum		Quarterly Service
OLRCB sponsored Citywide Labor-Management Symposium	Symposium with management and unions working cooperatively	Annual 9/30/2020

KEY PERFORMANCE INDICATORS

Key Performance Indicators measure how well an agency is achieving its Strategic Objectives. They are outcome-oriented and should be used to answer the question, "What does the agency need to measure to determine success?"

1. Add a Key Performance Indicator(KPI) for each Strategic Objective(if applicable)
   Example: Foster strong labor relations through good faith engagement with duly elected and authorized employee labor representatives.

FY2020 Performance Plan

Measure	New Measure/Benchmark Year	FY 2020 Target	FY 2020 Actual (to be reported quarterly and/or annually)
Percentage of reopened collective bargaining agreements that are in active negotiations and have settled or at impasse within one year of commencing negotiations	*Yes*	*95%*	*Quarterly*
Number of cases closed (withdrawn, settled, or reached judgement)	No	35	Quarterly
Number of union dues applications received & processed	No	400	Quarterly
Numbers of cases that resulted in award of attorney's fees	No	10	Quarterly
Number of cases pending at start of fiscal year	No	10	Quarterly
Number of (new) cases referred to OLRCB during fiscal year	No	40	Quarterly

FY2020 Performance Plan

WORKLOAD MEASURES

Workload Measures, also called inputs or outputs, quantify an activity, effort or process that is necessary to make progress towards the Strategic Objectives. They help answer the question; "How much are we doing?"

1. Add a Workload Measure for each Strategic Objective(if applicable)

Measure	New Measure/Benchmark Year	FY 2020 Goal (Actual)
Number of cases closed (withdrawn, settled, or reached judgment)	*Yes*	*75*
Total number of employees trained in labor relations and collective bargaining	*Yes*	*500*

FY2020 Performance Plan

STRATEGIC INITIATIVES

Strategic initiatives are changes and/or enhancements to Operations, and key actions the agency plans in achieving a specific objective or closing a gap between a measure's performance and its target. They provide agency and district leadership with a framework to review all the current projects, define the expected impact on the Mission, and then focus on those few Key Projects that will cause immediate and measurable changes in how the agency functions.

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
Rolling Out Training Citywide	*OLRCB will ramp up its dynamic outreach to agencies District wide to provide targeted, critical training in "Managing Strategically in a Unionized Environment" and "Progressive Discipline" in order to equip Agency Directors, senior leaders and managers to manage the labor relations efforts within their agencies in the most effective manner possible with a view to limiting unnecessary litigation and the attendant costs. These efforts will involve taking the trainings to the agencies themselves and hosting others at One Judiciary Square.*	*9/30/2020*
Strategic Initiative Title	**Strategic Initiative Description**	**Proposed Completion Date**
Engagement	*OLRCB will conduct robust engagement with labor*	*9/30/2020*

FY2020 Performance Plan

	leaders around Eagle Bank's first time home buyer's program and increase awareness amongst unionized employees.	
2020 Labor Summit	*OLRCB will host the first Labor Summit since 2013, to bring city leaders, labor leaders, the private sector, and union members for a conversation/ engagement around best practices in labor management relations.*	*9/30/2020*

Agency Name

Office of Labor Relations and Collective Bargaining (OLRCB)

Annual Freedom of Information Act Report for Fiscal Year 2019

October 1, 2018 through September 30, 2019

FOIA Officer Reporting Michael Kentoff

PROCESSING OF FOIA REQUESTS

1. Number of FOIA requests received during reporting period 1
2. Number of FOIA requests pending on October 1, 2018..... 0
3. Number of FOIA requests pending on September 30, 2019..... 0
4. The average number of days unfilled requests have been pending before each public body as of September 30, 2019 0

DISPOSITION OF FOIA REQUESTS

5. Number of requests granted, in whole..... 1
6. Number of requests granted, in part, denied, in part..... 1
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……. 0

25. Number of FOIA requests processed in 26 days or more……. 0

26. Median number of days to process FOIA Requests…….…… 14

RESOURCES ALLOCATED TO PROCESSING FOIA REQUESTS

27. Number of staff hours devoted to processing FOIA requests…… 7

28. Total dollar amount expended by public body for processing FOIA requests……...0

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]."

OLRCB had one request filed through FOIAXPRESS which was granted in full.

OLRCB BUDGET, FY2019 AND FY2020, AS OF JAN. 1, 2020 (Q11)

	FY2019 Approved budget	FY2019 Revised budget	FY2019 Expenditures	FY2019 Difference between Revised and Expenditures	Reason for any variation between revised budget and actual expenditures in FY2019 (Narrative)	FY2020 approved budget	FY2020 Revised budget (as of Jan. 1, 2020)	FY2020 Q1 expenditures
TOTAL	$ 2,242,483	$ 2,537,483	$ 2,537,483			$ 2,243,467	$ 2,243,467	$ 488,620
Local	$ 2,242,483	$ 2,242,483	2242483			$ 2,243,467	$ 2,243,467	$ 488,620
Intra-district		$ 295,000	$ 295,000		OLRCB $295 in Intra-District from OSSE and DCPL.			
SPR								

OLRCB INTERAGENCY MOUS, FY2019 AND FY2020, INCLUDING ANTICIPATED MOUS (Q13)

Buyer agency name	Seller agency name	Seller Program name	Seller Program code	Buyer Activity name	Buyer Activity code	Original funding source (i.e. local, federal, SPR)	Service period (dates)	Description of MOU services, including name of project or initiative	Total MOU amount ($), including any modifications	(Final) Date of signature on letter of intent	Date that funds were transferred to the buyer agency
OSSE	OLRCB	N/A					10/01/2018 -09/30/2019	Representation on labor matters, traiining, PFM	$ 225,000	11/29/2018	12/27/2018
DCPL	OLRCB	N/A					10/01/2018 -09/30/2019	Representation on labor matters, traiining, PFM	$ 70,000	3/20/2019	4/9/2019
OSSE	OLRCB	N/A					10/01/2019 -09/30/2020	Representation on labor matters, traiining, PFM	$ 225,000	9/23/2019	Pending
DCPL	OLRCB	N/A					10/01/2019 -09/30/2020	Representation on labor matters, traiining, PFM	$ 70,000	12/30/2019	Pending
OAH	OLRCB	N/A					10/01/2019 -09/30/2020	Representation on labor matters, traiining, PFM	$ 25,000	1/9/2020	Pending
OCFO	OLRCB	N/A					10/01/2019 -09/30/2021	Representation on labor matters, traiining, PFM	$ 50,000	12/30/2019	Pending

OLRCB INTERAGENCY REPROGRAMMINGS, FY2019 AND FY2020 (Q15)

Including anticipated reprogrammings for remainder of FY2020

Sending agency name	Receiving agency name	Date of execution (actual or expected)	Dollar amount (actual or expected)	Originating funding source (i.e. local, federal, SPR)	Originating funds			Received funds			Detailed rationale for the reprogramming
					Program code	Activity code	CSG code	Program code	Activity code	CSG code	
OSSE	OLRCB	11/29/2018	$ 225,000	Local	3005	0	40	0			Representation on labor matters, traiining, PFM
DCPL	OLRCB	3/20/2019	$ 70,000	Local	3005	0	40	0			Representation on labor matters, traiining, PFM

OLRCB INTRA-AGENCY REPROGRAMMINGS, FY2019 AND FY2020 (Q16)

Including anticipated reprogrammings for remainder of FY2020

Date of execution (actual or expected)	Dollar amount (actual or expected)	Originating funding source (i.e. local, federal, SPR)	Originating funds			Received funds			Detailed rationale for the reprogramming
			Program code	Activity code	CSG code	Program code	Activity code	CSG code	
8/9/2019	$ 191,802	Local	0011/0012/0014	3005		40			To align resources with requirments
8/6/2019	$ 23,803	Local	0011/0012/0015	3005		40			To align resources with requirments

OLRCB CONTRACTS AND PROCUREMENTS, FY2019 AND FY2020, AS OF JAN. 1, 2020 (Q18) Q18 Contracts

(complete columns A-W)

Contract Number, as it appears in OCP's Awarded Contracts Database	Contractor /Vendor Name	Specific description of contractual goods and/or services	Names of any subcontractors	Period of performance (dates)	Current year of contract (e.g. Base Year, Option Year 1, etc.)	Program code	Activity code	Index code	PCA code	Requisition numbers	Purchase order numbers	Maximum or total contract or procurement value in FY2019, per contract	Actual expenditures in FY2019 for each contract	Maximum or total contract or procurement value in FY2020	Total actual payments made in FY2020 for each contract
PO 615365	PFM	Labor Economist Services			FY19	1090	1090	1090L	10900	RK130075		1	$ 65,000	$ -	$ -

CHART OF OLRCB AGENCY PERSONNEL, as of JAN. 15, 2020 (Q22)

Q22 Personnel

Position number	Position status (A-active, R-frozen)	Vacancy Status (V/F)	Job title	Activity name	Activity code	Employee's name (leave blank if position is vacant)	Reports to name	Grade level	Step	Salary	Fund code	Type of appointment (e.g. career, excepted, MSS)	Job status (i.e. continuing, term, or temporary)	Full-time, part-time	WAE (yes/no)	Seasonal or year-round	Hire (start) date into the position	Position effective date	Not-to-Exceed date	Hire (start) date in District government	DC Residency status (Yes/no)
43049	A	F	Director			E.Lindsey Maxwell	Joseph Melder	10	0	171,28.83		Excepted Service	Continuing	Full-Time	No	Year round	1/20/2019	1/20/2019	N/A	1/11/2015	Yes
46201	A	F	Supervisery Attorney Advisor			Michael Levy	E.Lindsey Maxwell	1	0	157,786.73		Legal Service	Continuing	Full-Time	No	Year round	9/26/2010	9/26/2010	N/A	10/14/2007	No
39038	A	F	Supervisery Attorney Advisor			Kathryn Naylor	E.Lindsey Maxwell	1	0	157,787.51		Legal Service	Continuing	Full-Time	No	Year round	5/27/2018	5/27/2018	N/A	12/12/2005	No
70727	A	F	Chief of Staff			Mamadou Samba	E.Lindsey Maxwell	8	0	128,176.49		Excepted Service	Continuing	Full-Time	No	Year round	6/23/2019	6/23/2019	N/A	11/14/2011	Yes
40110	A	F	Attorney Advisor			Michael Kentoff	E.Lindsey Maxwell	13	4	112,978		Legal Service	Continuing	Full-Time	No	Year round	4/17/2018	4/17/2018	N/A	4/7/2018	Yes
82698	A	F	Attorney Advisor			Janell Bell	E.Lindsey Maxwell	12	6	100,765.00		Legal Service	Continuing	Full-Time	No	Year round	5/16/2018	5//16/18	N/A	5/16/2018	No
47445	A	F	Attorney Advisor			Kimberly Turner	E.Lindsey Maxwell	12	6	100,765.00		Legal Service	Continuing	Full-Time	No	Year round	11/12/2019	11/12/2019	N/A	11/12/2019	Yes
40852	A	F	Attorney Advisor			William Jolley	E.Lindsey Maxwell	12	6	100,765.00		Legal Service	Continuing	Full-Time	No	Year round	10/15/2019	10/15/2019	N/A	10/15/2019	Yes
95308	A	F	Attorney Advisor			Stephanie Maltz	E.Lindsey Maxwell	13	3	109,556.00		Legal Service	Continuing	Full-Time	No	Year round	9/1/2019	9/1/2019	N/A	1/2/2015	Yes
33096	A	F	Attorney Advisor			Vincent Harris	E.Lindsey Maxwell	13	2	106,134.00		Legal Service	Continuing	Full-Time	No	Year round	12/16/2013	9/1/2019	N/A	12/16/2013	No
42264	A	F	Attorney Advisor			Michael Hathaway	E.Lindsey Maxwell	13	5	116,399.99		Legal Service	Continuing	Full-Time	No	Year round	5/5/2014	5/5/2014	N/A	5/5/2014	No
46296	A	F	Executive Assistant			Mary Redfearn	Mamadou Samba	12	8	92,653.00		Career Service	Continuing	Full-Time	No	Year round	7/15/2013	7/5/2013	N/A	7/15/2013	Yes
16673	A	F	Administrative Officer			Phyllis Kaiser-Dark	Mamadou Samba	12	10	97,375.00		Career Service	Continuing	Full-Time	No	Year round	4/23/2007	4/23/2002	N/A	10/9/1987	No
48146	A	F	Program Support			Isaac Mclaughlin	Mamadou Samba	7	1	42,273.00		Career Service	Continuing	Full-Time	No	Year round	6/9/2019	6/9/2019	N/A	1/13/2014	Yes
87161	A	F	Program Analysis			Andrea Lozado	Mamadou Samba	12	1	76,125.00		Career Service	Continuing	Full-Time	No	Year round	7/21/2019	7/21/2019	8/20/2020	8/29/2016	Yes
2325	A	V	Attorney Advisor			Vacant	E.Lindsey Maxwell	14	1	$ 121,369		Career Service	Continuing	Full-Time	No	Year round					
46757	A	F	Senior Project Manager			Vacant	E.Lindsey Maxwell	14	0	103657		Career Service	Continuing	Full-Time	No	Year round					

Funding Source				Budget
3005 - LABOR RELATIONS/COLLECTIVE BARGAINING				
0100 LOCAL FUND				
PERSONNEL SERVICES	0011-PERSONNEL SERVICES	REGULAR PAY - CONT FULL TIME	$	1,843,931
	0014-PERSONNEL SERVICES	FRINGE BENEFITS - CURR PERSONNEL	$	359,336
PERSONNEL SERVICES				
NON-PERSONNEL SERVICES	0020-NON-PERSONNEL SERVICES	SUPPLIES AND MATERIALS	$	9,000
	0040-NON-PERSONNEL SERVICES	OTHER SERVICES AND CHARGES	$	31,200
NON-PERSONNEL SERVICES				
0100 LOCAL FUND			**$**	**2,243,467**
		NPS		
NON-PERSONNEL SERVICES	0020-NON-PERSONNEL SERVICES	SUPPLIES AND MATERIALS		
	0040-NON-PERSONNEL SERVICES			
NON-PERSONNEL SERVICES		Weslaw Renewals		
REPROGRAMMING		Legal Subscriptions		
		bloomberg Law		
		Copier		
total NPS				

FY20 Spend	FY20 Proposed Spend

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
OFFICE OF THE CITY ADMINISTRATOR/OFFICE OF LABOR RELATIONS AND COLLECTIVE BARGAINING AND THE DISTRICT OF COLUMBIA PUBLIC LIBRARY

I. INTRODUCTION

This Memorandum of Understanding ("MOU") is entered into by the Office of the City Administrator, Office of Labor Relations and Collective Bargaining ("OLRCB") and the District of Columbia Public Library ("DCPL"), collectively referred to in this MOU as the "Parties" and each individually referred to in this MOU as a "Party".

II. PROGRAM GOALS AND OBJECTIVES

A. DCPL employs approximately four hundred (400) unionized employees who are covered by the Compensation Units 1 and 2 collective bargaining agreement.

B. DCPL has authority to negotiate all working conditions collective bargaining agreements that covers DCPL employees; however, DCPL has requested to be included in the working conditions collective bargaining agreement OLRCB negotiates with the American Federation of State, County, and Municipal Employees and the American Federation of Government Employees.

C. OLRCB in fiscal year 2018 represented DCPL in third party cases, grievances, and dispute resolutions and has provided labor relations and collective bargaining advice, consultation, and training services to DCPL managers, supervisors, and employees.

E. DCPL has requested that OLRCB continue to provide its expertise and assistance to handle these matters in fiscal year 2019, and OLRCB has agreed to provide the requested services.

F. Pursuant to D.C. Official Code § 1-531.01, "any agency that is represented by the Office of Labor Relations and Collective Bargaining ("OLRCB") in third–party cases, grievances, and dispute resolution shall pay the cost of representation established through an intra-district agreement with the OLRCB".

F. This MOU establishes the terms and conditions under which OLRCB will provide labor relations and collective bargaining services to DCPL and the responsibilities of each Party, including the obligation of DCPL to compensate OLRCB for the provision of these services.

III. SCOPE OF SERVICES

In furtherance of the shared goals of the Parties and in consideration of the mutual premises contained herein, DCPL and OLRCB agree as follows:

A. OBLIGATIONS OF DCPL

DCPL shall:

1. Ensure that payment in the amount set forth in section IV.A.1 of this MOU is made to OLRCB as provided in section IV.B.1 of this MOU;

2. Promptly provide OLRCB with all information that is relevant and necessary to allow OLRCB to effectively perform the services outlined in this MOU;

3. Designate a labor liaison and when necessary other appropriate management representatives to ensure effective performance by OLRCB of the services contemplated under this MOU;

4. Ensure timely responses to requests for information from OLRCB;

5. Ensure effective administration of the collective bargaining agreements and implementation of collective bargaining and labor relations advice and counsel provided by OLRCB.

B. OBLIGATIONS OF OLRCB

OLRCB shall:

1. Ensure that all third-party cases and matters for dispute resolution are timely prepared and relevant filings submitted to DCPL for vetting before the relevant hearing or filing deadline;

2. Provide training to DCPL managers and supervisors on all current and new collective bargaining agreements applicable to DCPL which were negotiated by OLRCB; and

3. Coordinate other training as may be necessary based on OLRCB's interaction with DCPL as a result of this MOU.

IV. FUNDING PROVISIONS

A. COST OF SERVICES/PAYMENT

1. The total cost for goods and services under this MOU shall not exceed seventy thousand dollars and no cents ($70,000.00) for fiscal year 2019

(FY 2019). The Parties understand that depending on the number of arbitrations and dispute resolutions that arise, the number of trainings and consultations that are needed, and the number of requests for advice and counsel that are made, this MOU may be modified by mutual agreement of the Parties to reflect an increased cost associated with providing goods and services under this MOU. OLRCB shall not be required to provide any goods or services under this MOU if the costs of providing those services would increase the total costs chargeable to DCPL under this MOU to more than seventy thousand dollars and no cents ($70,000.00). Costs billed for goods and services shall not exceed actual costs;

2. The estimated cost of this MOU is based upon the number of DCPL personnel covered by the subject collective bargaining agreements and the number of current (and estimated for FY 2019) grievances, arbitrations, and related labor relations matters that OLRCB will be required to handle on behalf of DCPL.

B. PAYMENT

1. Payment for all of the goods and services to be provided pursuant to this MOU shall be made through an intra-District transfer of funds by DCPL to OLRCB for the total amount of this MOU, as set forth in section IV.A.1 of this MOU. DCPL shall make the intra-District transfer no later than ten (10) business days after the effective date of this MOU.

2 OLRCB shall ensure that the revenues for the goods and services required under this MOU are reflected in the budget entry/budget line item detail screen and the appropriate accumulators.

3. Advances to OLRCB for the services to be performed/goods to be provided shall not exceed the amount of this MOU.

V. RESOLUTION OF DISPUTES

The Executive Director of DCPL and the Director of OLRCB or their designees shall resolve all disputes arising under this MOU. If the Executive Director of DCPL and the Director of OLRCB or their designees are unable to resolve such a dispute, the dispute shall be referred to the City Administrator for resolution.

VI. EFFECTIVE DATE

This MOU shall be effective upon the date that the MOU becomes fully executed by the Parties.

VII. MODIFICATIONS

The terms and conditions of this Agreement may be modified as mutually agreed to by the Parties in writing.

VIII. ANTI-DEFICIENCY CONSIDERATIONS

The Parties acknowledge and agree that their respective obligations to fulfill financial obligations of any kind pursuant to any and all provisions of this MOU, or any subsequent agreement entered into by the Parties pursuant to this MOU, are and shall remain subject to the provisions of (i) the federal Anti-Deficiency Act, 31 U.S.C. §§ 1341, 1342, 1349, 1351, (ii) the District of Columbia Anti-Deficiency Act, D.C. Official Code §§ 47-355.01-355.08 (2001), (iii) D.C. Official Code § 47-105 (2001), and (iv) D.C. Official Code § 1-204.46 (2006 Supp.), as the foregoing statutes may be amended from time to time, regardless of whether a particular obligation has been expressly so conditioned.

IX. DURATION OF MOU

The period of this MOU shall be from October 1, 2018, to September 30, 2019, unless earlier terminated as provided in section XV of this MOU.

X. AUTHORITY FOR MOU

D.C. Official Code § 1-301.01(k) and D.C. Official Code § 1-531.01.

XI. COMPLIANCE AND MONITORING

As this MOU is funded by District of Columbia funds, OLRCB shall be subject to scheduled monitoring reviews to ensure compliance with all applicable requirements.

XII. RECORDS AND REPORTS

OLRCB shall maintain records and receipts for the expenditure of all funds provided under this MOU for a period of no less than three (3) years after the date of expiration or termination of the MOU and, upon the District of Columbia's request, make these documents available for inspection by duly authorized representatives of DCPL and other officials as may be specified by the District of Columbia at its sole discretion.

XIII. CONFIDENTIAL INFORMATION

The Parties shall use, restrict, safeguard, and dispose of all information related to services provided by this MOU, in accordance with all relevant federal and District statues, regulations, and policies.

XIV. NOTICE

The following individuals are the contact points for each Party under this MOU:

For DCPL:

Grace Perry-Gaiter
General Counsel
District of Columbia Public Library
1990 K. Street NW, Suite 500
Washington, DC 20006
Phone: (202) 727-1134
Email: gperry-gaither@dcpl.gov

Barbara Kirven
Director of Human Resources
District of Columbia Public Library
1990 K. Street NW, Suite 500
Washington, DC 20006
Phone: (202) 727-5275
Email: barbara.kirven@dc.gov

For OLRCB:

E. Lindsey Maxwell II, Esq.Director
Office of Labor Relations and Collective Bargaining
441 4th Street, NW, Suite 820 North
Washington, DC 20001
Phone: 202-724-4953
Email: lindsey.maxwell2@dc.gov

James Hurley
OCA Agency Fiscal Officer
Office of the Chief Financial Officer
441 Fourth Street, NW, Suite 890 North
Washington, DC 20001
Phone: 202-727-9833
Email: james.hurley@dc.gov

XV. TERMINATION

Either Party may terminate this MOU in whole or in part by giving no less than ninety (90) calendar days advance notice to the other Party.

[Signatures follow on next page]

IN WITNESS WHEREOF, the Parties hereto have executed this MOU as follows:

DISTRICT OF COLUMBIA OFFICE OF LABOR RELATIONS AND COLLECTIVE BARGAINING:

E. Lindsey Maxwell II, Esq.
Director

Date: 3/7/19

DISTRICT OF COLUMBIA PUBLIC LIBRARY:

Richard Reyes-Gavilan
Executive Director

Date: 2/8/19

DISTRICT OF COLUMBIA OFFICE OF THE CITY ADMINISTRATOR:

Rashad M. Young
City Administrator

Date: 3/20/19

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
OFFICE OF THE CITY ADMINISTRATOR/
OFFICE OF LABOR RELATIONS AND COLLECTIVE BARGAINING
AND THE
OFFICE OF THE STATE SUPERINTENDENT OF EDUCATION/
DIVISION OF STUDENT TRANSPORTATION

I. INTRODUCTION

This Memorandum of Understanding ("MOU") is entered into by the Office of the City Administrator, Office of Labor Relations and Collective Bargaining ("OLRCB") and the Office of the State Superintendent for Education/Division of Student Transportation ("OSSE"), collectively referred to in this MOU as the "Parties" and each individually referred to in this MOU as a "Party".

II. PROGRAM GOALS AND OBJECTIVES

A. OSSE employs approximately one thousand eight hundred (1,800) unionized employees who are represented by three (3) international labor organizations, inclusive of six (6) local unions. These employees are covered by collective bargaining agreements with the American Federation of State, County, and Municipal Employees, the American Federation of Government Employees, and the International Brotherhood of Teamsters and by the Compensation Units 1 and 2 collective bargaining agreement.

B. OLRCB in fiscal year 2018 represented OSSE in third party cases, grievances, and dispute resolutions and has provided labor relations and collective bargaining training to OSSE managers, supervisors, and employees.

C. OSSE has requested that OLRCB continue to provide its expertise and assistance to handle these matters in fiscal year 2019, and OLRCB has agreed to provide the requested services.

D. Pursuant to D.C. Code § 1-531.01, "any agency that is represented by [OLRCB] in third-party cases, grievances, and dispute resolution shall pay the cost of representation established through an intra-district agreement with the OLRCB."

E. This MOU establishes the terms and conditions under which OLRCB will provide labor relations and collective bargaining services to OSSE and the responsibilities of each Party, including the obligation of OSSE to compensate OLRCB for the provision of these services.

III. SCOPE OF SERVICES

In furtherance of the shared goals of the Parties and in consideration of the mutual premises contained herein, OSSE and OLRCB agree as follows:

A. OBLIGATIONS OF OSSE

OSSE shall:

1. Ensure that payment in the amount set forth in section IV.A.1 of this MOU is made to OLRCB as provided in section IV.B.1 of this MOU:

2. Promptly provide OLRCB with all information that is relevant and necessary to allow OLRCB to effectively perform the services outlined in this MOU;

3. Designate a Labor Liaison and other appropriate management representatives to ensure effective performance by OLRCB under this MOU;

4. Ensure timely responses to requests for information from OLRCB;

5. Ensure effective administration of the collective bargaining agreements and implementation of advice and counsel, at the agency level;

6. Provide training to managers, supervisors and employees on the collective bargaining agreements, grievances, and arbitration and effective processing of disciplinary actions; and

7. For all arbitration hearings that may arise as a result of the collective bargaining agreements covered by this MOU, be responsible for all costs, including costs incurred by OLRCB and including costs for court reporters and transcripts, arbitrators, and expert witnesses as specified in the applicable collective bargaining agreement.

B. OBLIGATIONS OF OLRCB

OLRCB shall:

1. Ensure that all third-party cases and matters for dispute resolution impacting OSSE are timely prepared and relevant filings are submitted to OSSE for vetting before the relevant hearing or filing deadline;

2. Provide training to OSSE managers and supervisors on all current and new collective bargaining agreements applicable to OSSE, including the agreements with the American Federation of State, County, and Municipal Employees, the American Federation of Government Employees, and the International Brotherhood of Teamsters and the Compensation Units 1 and 2 agreement;

3. Coordinate other training as may be necessary based on OLRCB's interaction with OSSE as a result of this MOU;

4. Provide relevant information to the Department of Human Resources (DCHR) and the Office of Pay and Retirement Services (OPRS) on new wages and benefits required by collective bargaining agreements or as a result of the resolution of labor disputes, to help ensure that such wages and benefits are implemented in a timely manner; and

5. Establish an agency internal service fund with a corresponding index that ties to the fund and agency organization structure.

IV. FUNDING PROVISIONS

A. COST OF SERVICES/PAYMENT

1. The total costs for goods and services under this MOU shall not exceed two hundred and twenty-five thousand dollars and no cents ($225,000.00) for Fiscal Year (FY) 2019. The Parties understand that depending on the number of arbitrations and dispute resolutions that arise and the number of trainings needed, this MOU may be modified by mutual agreement of the Parties to reflect an increased cost associated with providing goods and services under this MOU. OLRCB shall not be required to provide any goods or services under this MOU if the costs of providing those goods or services would increase the total costs chargeable to OSSE under this MOU to more than two hundred and twenty-five thousand dollars and no cents ($225,000.00). Costs billed for goods and services shall not exceed actual costs.

2. The estimated cost of this MOU is based upon the number of OSSE personnel covered by the subject collective bargaining agreements and the number of current (and estimated for FY 2019) grievances, arbitrations, and related labor relations matters that OLRCB will be required to handle on behalf of OSSE.

B. PAYMENT

1. Payment for all of the goods and services provided pursuant to this MOU shall be made through an Intra-District transfer of funds by OSSE to OLRCB for the total amount of this MOU, as set forth in section IV.A.1 of this MOU. OAH shall make the intra-District transfer no later than ten (10) business days after the effective date of this MOU.

2 OLRCB shall ensure that the revenues for the goods and services required under this MOU are reflected in the budget entry/budget line item detail screen and the appropriate accumulators.

3. Advances to OLRCB for the services to be performed/goods to be provided shall not exceed the amount of this MOU.

V. RESOLUTION OF DISPUTES

The State Superintendent of Education and the Director of OLRCB or their designees shall resolve all disputes arising under this MOU. If the State Superintendent of Education and the Director of OLRCB or their designees are unable to resolve a dispute, the matter shall be referred to the City Administrator for resolution.

VI. EFFECTIVE DATE

This MOU shall be effective upon the signature of the Parties.

VII. MODIFICATIONS

The terms and conditions of this Agreement may be modified as mutually agreed by the Parties. All of the parties to this MOU agree to work together as appropriate in good faith to make any conforming changes to this MOU, as may be necessary.

VIII. ANTI-DEFICIENCY CONSIDERATIONS

The Parties acknowledge and agree that their respective obligations to fulfill financial obligations of any kind pursuant to any and all provisions of this MOU, or any subsequent agreement entered into by the Parties pursuant to this MOU, are and shall remain subject to the provisions of (i) the federal Anti-Deficiency Act, 31 U.S.C. §§ 1341, 1342, 1349, 1351, (ii) the District of Columbia Anti-Deficiency Act, D.C. Official Code §§ 47-355.01-355.08 (2001), (iii) D.C. Official Code § 47-105 (2001), and (iv) D.C. Official Code § 1-204.46 (2006 Supp.), as the foregoing statutes may be amended from time to time, regardless of whether a particular obligation has been expressly so conditioned.

IX. DURATION OF MOU

The period of this MOU shall be from October 1, 2018, to September 30, 2019, unless earlier terminated as provided in section XV of this MOU.

X. AUTHORITY FOR MOU

D.C. Official Code § 1-301.01(k); and D.C. Official Code § 1-531.01.

XI. COMPLIANCE AND MONITORING

As this MOU is funded by District of Columbia funds, OLRCB will be subject to scheduled monitoring reviews to ensure compliance with all applicable requirements.

XII. RECORDS AND REPORTS

OLRCB shall maintain records and receipts for the expenditure of all funds provided under this MOU for a period of no less than three (3) years after the date of expiration or termination of the MOU and, upon the District of Columbia's request, make these documents available for inspection by duly authorized representatives of OSSE and other officials as may be specified by the District of Columbia at its sole discretion.

XIII. CONFIDENTIAL INFORMATION

The Parties shall use, restrict, safeguard, and dispose of all information related to services provided under this MOU in accordance with all relevant federal and District statues, regulations, and policies.

XIV. NOTICE

The following individuals are the contact points for each Party under this MOU:

For OSSE: Hanseul Kang
Superintendent
Office of the State Superintendent for Education
1050 First Street, NE
3rd Floor
Washington, DC 20002
Phone: 202-727-6436
Email: Hanseul.Kang@dc.gov

Paris Saunders
OSSE Agency Fiscal Officer
Office of the Chief Financial Officer
1050 First Street, NE
3rd Floor
Washington, DC 20002Phone: 202-727-3457
Email: Paris.Saunders2@dc.gov

For OLRCB: Michael D. Levy
Interim Director
Office of Labor Relations and Collective Bargaining
441 Fourth Street, NW
Suite 820 North
Washington, DC 20001
Phone: 202-724-4953
Email: Michael.Levy@dc.gov

James Hurley
OCA Agency Fiscal Officer
Office of the Chief Financial Officer
441 4th Street, NW
Suite 890-N
Washington, DC 20001
Phone: 202-727-9833
Email: James.Hurley@dc.gov

XV. TERMINATION

Either Party may terminate this MOU in whole or in part by giving ninety (90) calendar days advance notice to the other Party.

IN WITNESS WHEREOF, the Parties have executed this MOU as follows:

Office of Labor Relations and Collective Bargaining:

Michael D. Levy
Interim Director

Date: 11/26/18

Office of the State Superintendent of Education:

Hanseul Kang
Superintendent

Date: 11/21/18

Office of the City Administrator:

Rashad Young
City Administrator

Date: 11.29.18

GOVERNMENT OF THE DISTRICT OF COLUMBIA

OFFICE OF THE CITY ADMINISTRATOR

OCA Approval and Tracking Form

☐ For your awareness

☒ For your signature

Date submitted: 11/15/2019

Document Information

1. Name of OCA Analyst	Brian Wood	**3. Date document was received**	10/31/2019
2. Originating agency	OCA	**4. Date needed**	ASAP
5. Name/title of document	**Office of the Chief Financial MOU with Office of Labor Relations**		
6. Brief description of document: This MOU is for $50,000.00 between OCFO and OLRCB for labor relations advise, representation and negotiation. With over 100 union employee's OLRCB supports a number of arbitrations and other actions on behalf of OCFO with the union.			
7. Recommendation The OCA analyst recommends the execution of this MOU.			
8. Additional notes (e.g., prior approvers, controversial aspects, etc.)			

Additional Clearances

	Jay Melder	Barry Kreiswirth	Ben Stutz	Christina Murphy	Rashad Young
Approval required	☒	☒	☐	☒	☒
Reviewer approval	☑ Yes ☐ No	☒ Yes ☐ No	☐ Yes ☐ No	☒ Yes ☐ No	☒ Yes ☐ No
Initials		BK		cdm	
Date	12/13/19	12/11/19		122719	12/31/19

RY OK Ben Return to Sec for w/ signature

Reviewer Comments (if any)

Reviewer initials	Comment
cdm	discussed with Breems the allocation of funds for OLRCB

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
OFFICE OF LABOR RELATIONS AND COLLECTIVE BARGAINING
AND THE
OFFICE OF THE CHIEF FINANCIAL OFFICER

I. INTRODUCTION

This Memorandum of Understanding ("MOU") is entered into by the Office of Labor Relations and Collective Bargaining ("OLRCB") and Office of The Chief Financial Officer collectively referred to in this MOU as the "Parties" and each individually referred to in this MOU as a "Party".

II. BACKGROUND

District Code § 1–531.01 provides that any agency that is represented by the Office of Labor Relations and Collective Bargaining ("OLRCB") in third-party cases, grievances, and dispute resolution shall pay the cost of representation established through an Intra District agreement with the OLRCB.

III. PROGRAM GOALS AND OBJECTIVES

OCFO employs approximately four hundred and sixty (460) unionized employees who are represented by three (3) international labor organizations and are covered by collective bargaining agreements.

The purpose of this MOU is to establish the terms and conditions under which OLRCB shall provide labor relations and collective bargaining representation and services to OCFO, and to delineate the responsibilities of each Party.

III. SCOPE OF SERVICES

In furtherance of the shared goals of the Parties and in consideration of the mutual promises contained herein, OCFO and OLRCB agree as follows:

A. OBLIGATIONS OF OCFO

OCFO shall:

1. Pay OLRCB for its services in accordance with D.C. Official Code § 1-531.01, for the amount set forth in section IV.A.1 of this MOU, and in the manner provided for in section IV.B.1 of this MOU;

2. Promptly provide OLRCB with all information that is relevant and necessary to allow OLRCB to effectively perform the services outlined in this MOU;

3. Designate a Labor Liaison and other appropriate management representatives to ensure effective performance by OLRCB under this MOU;

4. Ensure timely responses to requests for information from OLRCB;

5. Ensure effective administration of the collective bargaining agreements and implementation of advice and counsel, at the agency level;

6. Provide training to managers, supervisors and employees on the collective bargaining agreements, grievances, and arbitration and effective processing of disciplinary actions; and

7. For all arbitration hearings that may arise as a result of the collective bargaining agreements covered by this MOU, be responsible for all costs, including, but not limited to costs for court reporters, transcripts, arbitrators, and expert witnesses as may be required and/or specified in the applicable collective bargaining agreement.

B. OBLIGATIONS OF OLRCB

OLRCB shall:

1. Represent OCFO in third party cases, grievances, and dispute resolutions;

2. Ensure third-party cases and matters for dispute resolution impacting OCFO are timely prepared.

3. Provide training to OCFO managers and supervisors on labor relations, collective bargaining, and current and new collective bargaining agreements applicable to OCFO;

4. Coordinate other training as may be necessary based on OLRCB's interaction with OCFO as a result of this MOU or the Parties' litigation experience;

5. Provide relevant information to the Department of Human Resources ("DCHR"), the Office of Pay and Retirement Services ("OPRS"), and the Office of the Chief Technology Officer ("OCTO") on new wages and benefits required by collective bargaining agreements or as a result of the resolution of labor disputes. to help ensure that such wages and benefits are implemented in a timely manner; and

6. Establish an agency internal service fund with a corresponding index that ties to the fund and agency organization structure.

IV. FUNDING PROVISIONS

A. COST OF SERVICES/PAYMENT

1. The total costs for goods and services under this MOU shall not exceed fifty thousand dollars and no cents ($50,000.00) for Fiscal Year (FY) 2020. The Parties understand that depending on the number of bargaining matters, arbitrations and dispute resolutions that arise, and the number of trainings needed, this MOU may be modified by mutual agreement of the Parties to reflect an increased cost associated with providing goods and services under this MOU. OLRCB shall not be required to provide any goods or services under this MOU if the costs of providing those goods or services would increase the total costs chargeable to OCFO under this MOU to more than fifty thousand dollars ($50,000.00). Costs billed for goods and services shall not exceed actual costs.

2. The estimated cost of this MOU is based upon the number of OCFO personnel covered by the subject collective bargaining agreements and the number of current (and estimated for FY 2020) bargaining matters, grievances, arbitrations, and related labor relations matters that OLRCB will be required to handle on behalf of OCFO.

B. PAYMENT

1. Payment for all of the goods and services provided pursuant to this MOU shall be made through an Intra-District transfer of funds from OCFO to OLRCB for the total amount of this MOU, as set forth in section IV.A.1 of this MOU. OCFO shall make the Intra-District transfer no later than ten (10) business days after the effective date of this MOU.

2 OLRCB shall ensure that the revenues for the goods and services required under this MOU are reflected in the budget entry/budget line item detail screen and the appropriate accumulators.

3. Payments to OLRCB for the services to be performed/goods to be provided shall not exceed the amount of this MOU and shall not otherwise be used in furtherance of OLRCB's objectives for the District's labor program.

V. RESOLUTION OF DISPUTES

The Chief Financial Officer and the Director of OLRCB, or their respective designees, shall resolve disputes arising under this MOU. If the aforementioned are unable to resolve a dispute, the matter shall be referred to the City Administrator for resolution.

VI. EFFECTIVE DATE

This MOU shall be effective upon the signature of the Parties.

VII. MODIFICATIONS

The terms and conditions of this MOU may be amended or modified upon written agreement of the Parties. Amendments or modifications shall be dated and signed by the Parties' authorized representatives. All Parties to this MOU agree to work together as appropriate in good faith to make conforming changes to this MOU, as may be necessary.

VIII. ANTI-DEFICIENCY CONSIDERATIONS

The Parties acknowledge and agree that their respective obligations to fulfill financial obligations of any kind pursuant to any and all provisions of this MOU, or any subsequent agreement entered into by the Parties pursuant to this MOU, are and shall remain subject to the provisions of (i) the federal Anti-Deficiency Act, 31 U.S.C. §§ 1341, 1342, 1349, 1351, (ii) the District of Columbia Anti-Deficiency Act, D.C. Official Code §§ 47-355.01-355.08 (2001), (iii) D.C. Official Code § 47-105 (2001), and (iv) D.C. Official Code § 1-204.46 (2006 Supp.), as the foregoing statutes may be amended from time to time, regardless of whether a particular obligation has been expressly so conditioned.

IX. DURATION OF MOU

The period of this MOU shall be from October 1, 2019, to September 30, 2020, unless earlier terminated as provided in section XV of this MOU.

X. AUTHORITY FOR MOU

D.C. Official Code § 1-301.01(k); and D.C. Official Code § 1-531.01.

XI. COMPLIANCE AND MONITORING

As this MOU is funded by District of Columbia funds, OLRCB will be subject to scheduled monitoring reviews to ensure compliance with all applicable requirements.

XII. RECORDS AND REPORTS

OLRCB shall maintain records and receipts for the expenditure of all funds provided under this MOU for a period of no less than three (3) years after the date of expiration or termination of the

MOU and, upon the District of Columbia's request, make these documents available for inspection by duly authorized representatives of OCFO and other officials as may be specified by the District of Columbia at its sole discretion.

XIII. CONFIDENTIAL INFORMATION

The Parties shall use, restrict, safeguard, and dispose of all information related to services provided under this MOU in accordance with all relevant federal and District statues, regulations, and policies.

XIV. NOTICE

The following individuals are the contact points for each Party under this MOU:

For OCFO: Jeffrey S. DeWitt
Chief Financial Officer
Office Of The Chief Financial Officer
1350 Pennsylvania Avenue, Room 209
Washington, D.C. 20004
202-727-2476
Email: jeffrey.dewitt@dc.gov

For OLRCB: E. Lindsey Maxwell II, Esq.
Director
Office of Labor Relations and Collective Bargaining
441 4th Street, NW
Suite 820 North
Washington, DC 20001
Email: Lindsey.Maxwell@dc.gov

Jim Hurley
OCA Agency Fiscal Officer
Office of the Chief Financial Officer
441 4th Street, NW
Suite 890-N
Washington, DC 20001
Email: Paul.Blake@dc.gov

XV. TERMINATION

Either Party may terminate this MOU in whole or in part by giving ninety (90) calendar days advance notice to the other Party.

IN WITNESS WHEREOF, the Parties have executed this MOU as follows:

Office of Labor Relations and Collective Bargaining:

E. Lindsey Maxwell II, Esq.
Director

Date: 10/28/19

Office Of The Chief Financial Officer:

Jeffrey S. DeWitt
Office Of The Chief Financial Officer

OCT 25 2019

Date: _____

Office of the City Administrator:

Rashad Young
City Administrator

Date: 12/30/19

GOVERNMENT OF THE DISTRICT OF COLUMBIA

OFFICE OF THE CITY ADMINISTRATOR

OCA Approval and Tracking Form

☐ **For your awareness**

Date submitted: 11/20/2019 ☒ **For your signature**

Document Information

1. Name of OCA Analyst	Brian Wood	**3. Date document was received**	10/31/2019
2. Originating agency	OCA	**4. Date needed**	ASAP
5. Name/title of document	**DC Public Library MOU with Office of Labor Relations**		
6. Brief description of document: This MOU is for $70,000.00 between DC Public Library and OLRCB for labor relations advise, representation and negotiation. With over 150 union employee's OLRCB supports a number of arbitrations and other actions on behalf of DC Public Library with the union.			
7. Recommendation It is the recommendation of the OCA Analyst that the MOU be approved.			
8. Additional notes (e.g., prior approvers, controversial aspects, etc.)			

Additional Clearances

	Jay Melder	Barry Kreiswirth	Ben Stutz	Christina Murphy	Rashad Young
Approval required	☒	☒	☐	☒	☒
Reviewer approval	☑ Yes ☐ No	☒ Yes ☐ No	☐ Yes ☐ No	☒ Yes ☐ No	☑ Yes ☐ No
Initials		BK		cdm	
Date	12/13/19	12/17/19		122719	12/30/19

Ry ok Ben Return to Brianna Jay 4 S. Shelburne

Reviewer Comments (if any)

Reviewer initials	Comment
cdm	Discussed with Brianna the allocation of funds for OLRCB

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
OFFICE OF LABOR RELATIONS AND COLLECTIVE BARGAINING
AND THE
D.C. PUBLIC LIBRARY

I. INTRODUCTION

This Memorandum of Understanding ("MOU") is entered into by the Office of Labor Relations and Collective Bargaining ("OLRCB") and D.C. Public Library collectively referred to in this MOU as the "Parties" and each individually referred to in this MOU as a "Party".

II. BACKGROUND

District Code § 1–531.01 provides that any agency that is represented by the Office of Labor Relations and Collective Bargaining ("OLRCB") in third-party cases, grievances, and dispute resolution shall pay the cost of representation established through an Intra District agreement with the OLRCB.

III. PROGRAM GOALS AND OBJECTIVES

A. DCPL employs approximately Three hundred and ninety nine (399) unionized employees who are represented by three (3) international labor organizations and are covered by collective bargaining agreements.

B. OLRCB in fiscal year 2019 represented DCPL in third party cases, grievances, and dispute resolutions and has provided labor relations and collective bargaining training to DCPL managers, supervisors, and employees.

C. DCPL has requested that OLRCB continue to provide its expertise and assistance to handle these matters in fiscal year 2020, and OLRCB has agreed to provide the requested services.

D. This MOU establishes the terms and conditions under which OLRCB will provide labor relations and collective bargaining services to DCPL and the responsibilities of each Party, including the obligation of DCPL to compensate OLRCB for the provision of these services.

III. SCOPE OF SERVICES

In furtherance of the shared goals of the Parties and in consideration of the mutual promises contained herein, DCPL and OLRCB agree as follows:

A. OBLIGATIONS OF DCPL

DCPL shall:

1. Ensure that payment in the amount set forth in section IV.A.1 of this MOU is made to OLRCB as provided in section IV.B.1 of this MOU:

2. Promptly provide OLRCB with all information that is relevant and necessary to allow OLRCB to effectively perform the services outlined in this MOU;

3. Designate a Labor Liaison and other appropriate management representatives to ensure effective performance by OLRCB under this MOU;

4. Ensure timely responses to requests for information from OLRCB;

5. Ensure effective administration of the collective bargaining agreements and implementation of advice and counsel, at the agency level;

B. OBLIGATIONS OF OLRCB

OLRCB shall:

1. Ensure that all third-party cases and matters for dispute resolution impacting DCPL are timely prepared.

2. Provide training to DCPL managers and supervisors on all current and new collective bargaining agreements applicable to DCPL;

3. Coordinate other training as may be necessary based on OLRCB's interaction with DCPL as a result of this MOU or the Parties' litigation experience;

4. Provide relevant information to the Department of Human Resources ("DCHR"), the Office of Pay and Retirement Services ("OPRS"), and the Office of the Chief Technology Officer ("OCTO") on new wages and benefits required by collective bargaining agreements or as a result of the resolution of labor disputes to help ensure that such wages and benefits are implemented in a timely manner; and

5. Establish an agency internal service fund with a corresponding index that ties to the fund and agency organization structure.

IV. FUNDING PROVISIONS

A. COST OF SERVICES/PAYMENT

1. The total costs for goods and services under this MOU shall not exceed Seventy thousand dollars and no cents ($70,000.00) for Fiscal Year (FY) 2020. The Parties understand that depending on the number of bargaining matters, arbitrations and dispute resolutions that arise, and the number of trainings needed, this MOU may be modified by mutual agreement of the Parties to reflect an increased cost associated with providing goods and services under this MOU. OLRCB shall not be required to provide any goods or services under this MOU if the costs of providing those goods or services would increase the total costs chargeable to DCPL under this MOU to more than Seventy thousand dollars and no cents ($70,000.00). Costs billed for goods and services shall not exceed actual costs.

2. The estimated cost of this MOU is based upon the number of DCPL personnel covered by the subject collective bargaining agreements and the number of current (and estimated for FY 2020) bargaining matters, grievances, arbitrations, and related labor relations matters that OLRCB will be required to handle on behalf of DCPL.

B. PAYMENT

1. Payment for all of the goods and services provided pursuant to this MOU shall be made through an Intra-District transfer of funds from DCPL to OLRCB for the total amount of this MOU, as set forth in section IV.A.1 of this MOU. DCPL shall make the Intra-District transfer no later than ten (10) business days after the effective date of this MOU.

2 OLRCB shall ensure that the revenues for the goods and services required under this MOU are reflected in the budget entry/budget line item detail screen and the appropriate accumulators.

3. Payments to OLRCB for the services to be performed/goods to be provided shall not exceed the amount of this MOU and shall otherwise be used in furtherance of OLRCB's objectives for the District's labor program.

V. RESOLUTION OF DISPUTES

DCPL and the Director of OLRCB or their designees shall resolve all disputes arising under this MOU. If the State Superintendent of Education and the Director of OLRCB or their designees are unable to resolve a dispute, the matter shall be referred to the City Administrator for resolution.

VI. EFFECTIVE DATE

This MOU shall be effective upon the signature of the Parties.

VII. MODIFICATIONS

The terms and conditions of this Agreement may be modified as mutually agreed by the Parties. All Parties to this MOU agree to work together as appropriate in good faith to make any conforming changes to this MOU, as may be necessary.

VIII. ANTI-DEFICIENCY CONSIDERATIONS

The Parties acknowledge and agree that their respective obligations to fulfill financial obligations of any kind pursuant to any and all provisions of this MOU, or any subsequent agreement entered into by the Parties pursuant to this MOU, are and shall remain subject to the provisions of (i) the federal Anti-Deficiency Act, 31 U.S.C. §§ 1341, 1342, 1349, 1351, (ii) the District of Columbia Anti-Deficiency Act, D.C. Official Code §§ 47-355.01-355.08 (2001), (iii) D.C. Official Code § 47-105 (2001), and (iv) D.C. Official Code § 1-204.46 (2006 Supp.), as the foregoing statutes may be amended from time to time, regardless of whether a particular obligation has been expressly so conditioned.

IX. DURATION OF MOU

The period of this MOU shall be from October 1, 2019, to September 30, 2020, unless earlier terminated as provided in section XV of this MOU.

X. AUTHORITY FOR MOU

D.C. Official Code § 1-301.01(k); and D.C. Official Code § 1-531.01

XI. COMPLIANCE AND MONITORING

As this MOU is funded by District of Columbia funds, OLRCB will be subject to scheduled monitoring reviews to ensure compliance with all applicable requirements.

XII. RECORDS AND REPORTS

OLRCB shall maintain records and receipts for the expenditure of all funds provided under this MOU for a period of no less than three (3) years after the date of expiration or termination of the MOU and, upon the District of Columbia's request, make these documents available for inspection by duly authorized representatives of DCPL and other officials as may be specified by the District of Columbia at its sole discretion.

XIII. CONFIDENTIAL INFORMATION

The Parties shall use, restrict, safeguard, and dispose of all information related to services provided under this MOU in accordance with all relevant federal and District statues, regulations, and policies.

XIV. NOTICE

The following individuals are the contact points for each Party under this MOU:

For DCPL: Grace Perry-Gaiter
General Council
D.C. Public Library
1990 K. St. NW, Suite 500
Washington, D.C. 20006
202-727-1134
Email: Grace.Perry-Gaiter@dc.gov

Jaki Buckley
HR Deputy Director
D.C. Public Library
1990 K. St. NW, Suite 500
Washington, D.C. 20006
202-727-4802
Email: Jaki.Buckley@dc.gov

For OLRCB: E. Lindsey Maxwell II, Esq.
Director
Office of Labor Relations and Collective Bargaining
441 4th Street, NW
Suite 820 North
Washington, DC 20001
Email: Lindsey.Maxwell@dc.gov

James Hurley
OCA Agency Fiscal Officer
Office of the Chief Financial Officer
441 4th Street, NW
Suite 890-N
Washington, DC 20001
202-727-3605
Email: James.Hurley@dc.gov

XV. TERMINATION

Either Party may terminate this MOU in whole or in part by giving ninety (90) calendar days advance notice to the other Party.

IN WITNESS WHEREOF, the Parties have executed this MOU as follows:

Office of Labor Relations and Collective Bargaining:

E. Lindsey Maxwell II, Esq.
Director

Date: 11/18/19

D.C. Public Library:

Richard Reyes-Gavilan
D.C. Public Libraries

Date: 11/18/19

Office of the City Administrator:

Rashad Young
City Administrator

Date: 12/30/19

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
OFFICE OF LABOR RELATIONS AND COLLECTIVE BARGAINING
AND THE
OFFICE OF ADMINISTRATIVE HEARINGS

I. INTRODUCTION

This Memorandum of Understanding ("MOU") is entered into by the Office of Labor Relations and Collective Bargaining ("OLRCB") and Office of Administrative Hearings collectively referred to in this MOU as the "Parties" and each individually referred to in this MOU as a "Party".

II. BACKGROUND

District Code § 1–531.01 provides that any agency that is represented by the Office of Labor Relations and Collective Bargaining ("OLRCB") in third-party cases, grievances, and dispute resolution shall pay the cost of representation established through an Intra District agreement with the OLRCB.

III. PROGRAM GOALS AND OBJECTIVES

A. OAH employs approximately Fifty eight (58) unionized employees who are represented by two (2) labor organizations and are covered by collective bargaining agreements.

B. OLRCB in fiscal year 2019 represented OAH in third party cases, grievances, and dispute resolutions and has provided labor relations and collective bargaining training to OAH managers, supervisors, and employees.

C. OAH has requested that OLRCB continue to provide its expertise and assistance to handle labor negotiations and any matters arising out of said negotiations in fiscal year 2020 for the thirty-three (33) Administrative Law Judges who are in a collective bargaining unit represented by FALJ.

D. Pursuant to D.C. Code § 1-531.01, "any agency that is represented by [OLRCB] in third-party cases, grievances, and dispute resolution shall pay the cost of representation established through an intra-district agreement with the OLRCB."

E. This MOU establishes the terms and conditions under which OLRCB will provide labor relations and collective bargaining services to OAH and the responsibilities of each Party, including the obligation of OAH to compensate OLRCB for the provision of these services.

III. SCOPE OF SERVICES

In furtherance of the shared goals of the Parties and in consideration of the mutual promises contained herein, OAH and OLRCB agree as follows:

A. OBLIGATIONS OF OAH

OAH shall:

1. Ensure that payment in the amount set forth in section IV.A.1 of this MOU is made to OLRCB as provided in section IV.B.1 of this MOU:

2. Promptly provide OLRCB with all information that is relevant and necessary to allow OLRCB to effectively perform the services outlined in this MOU;

3. Designate a Labor Liaison and other appropriate management representatives to ensure effective performance by OLRCB under this MOU;

4. Ensure timely responses to requests for information from OLRCB;

5. Ensure effective administration of the collective bargaining agreements and implementation of advice and counsel, at the agency level;

6. For all arbitration hearings that may arise as a result of the collective bargaining agreements covered by this MOU, be responsible for all costs, including, but not limited to costs for court reporters, transcripts, arbitrators, and expert witnesses as may be required and/or specified in the applicable collective bargaining agreement.

B. OBLIGATIONS OF OLRCB

OLRCB shall:

1. Ensure that all third-party cases and OAH matters for dispute resolution impacting OAH are timely prepared;

2. Submit to OAH, on the 15th day of the month following the end of the quarter, a detailed report listing all services provided. Each quarterly report shall be submitted to OAH electronically in PDF format;

3. Provide training to OAH managers, supervisors and employees on the collective bargaining agreements, grievances, and arbitration and effective processing of disciplinary actions;

4. Coordinate other training as may be necessary based on OLRCB's interaction with OAH as a result of this MOU or the Parties' litigation experience;

5. Provide relevant information to the Department of Human Resources ("DCHR"), the Office of Pay and Retirement Services ("OPRS"), and the Office of the Chief Technology Officer ("OCTO") on new wages and benefits required by collective bargaining agreements or as a result of the resolution of labor disputes to help ensure that such wages and benefits are implemented in a timely manner; and

6. Establish an agency internal service fund with a corresponding index that ties to the fund and agency organization structure.

IV. FUNDING PROVISIONS

A. COST OF SERVICES/PAYMENT

1. The total costs for goods and services under this MOU shall not exceed Twenty-five thousand dollars and no cents ($25,000.00) for Fiscal Year (FY) 2020. The Parties understand that depending on the number of bargaining matters, arbitrations and dispute resolutions that arise, and the number of trainings needed, this MOU may be modified by mutual agreement of the Parties to reflect an increased cost associated with providing goods and services under this MOU. OLRCB shall not be required to provide any goods or services under this MOU if the costs of providing those goods or services would increase the total costs chargeable to OAH under this MOU to more than Twenty-five thousand dollars and no cents ($25,000.00). Costs billed for goods and services shall not exceed actual costs.

2. The estimated cost of this MOU is based upon the number of OAH personnel covered by the subject collective bargaining agreements and the number of current (and estimated for FY 2020) bargaining matters, grievances, arbitrations, and related labor relations matters that OLRCB will be required to handle on behalf of OAH.

B. PAYMENT

1. Payment for all of the goods and services provided pursuant to this MOU shall be made through an Intra-District transfer of funds from OAH to OLRCB no later than 30 days following the receipt of the detailed invoice.

   On a quarterly basis, OLRCB shall submit a detailed invoice which shall explain the amounts billed for that period. The detailed invoice shall include staffing expenditures and the number of labor disputes resolved for the quarter.

2. OLRCB shall ensure that the revenues for the goods and services required under this MOU are reflected in the budget entry/budget line item detail screen and the appropriate accumulators.

3. Payments to OLRCB for the services to be performed/goods to be provided shall not exceed the amount of this MOU and shall otherwise be used in furtherance of OLRCB's objectives for the District's labor program.

V. RESOLUTION OF DISPUTES

OAH and the Director of OLRCB or their designees shall resolve all disputes arising under this MOU. If the OAH and the Director of OLRCB or their designees are unable to resolve a dispute, the matter shall be referred to the City Administrator for resolution.

VI. EFFECTIVE DATE

This MOU shall be effective upon the signature of the Parties.

VII. MODIFICATIONS

The terms and conditions of this Agreement may be modified as mutually agreed by the Parties. All Parties to this MOU agree to work together as appropriate in good faith to make any conforming changes to this MOU, as may be necessary.

VIII. ANTI-DEFICIENCY CONSIDERATIONS

The Parties acknowledge and agree that their respective obligations to fulfill financial obligations of any kind pursuant to any and all provisions of this MOU, or any subsequent agreement entered into by the Parties pursuant to this MOU, are and shall remain subject to the provisions of (i) the federal Anti-Deficiency Act, 31 U.S.C. §§ 1341, 1342, 1349, 1351, (ii) the District of Columbia Anti-Deficiency Act, D.C. Official Code §§ 47-355.01-355.08 (2001), (iii) D.C. Official Code § 47-105 (2001), and (iv) D.C. Official Code § 1-204.46 (2006 Supp.), as the foregoing statutes may be amended from time to time, regardless of whether a particular obligation has been expressly so conditioned.

IX. DURATION OF MOU

The period of this MOU shall be from October 1, 2019, to September 30, 2020, unless earlier terminated as provided in section XV of this MOU.

X. AUTHORITY FOR MOU

D.C. Official Code § 1-301.01(k); and D.C. Official Code § 1-531.01.

XI. COMPLIANCE AND MONITORING

As this MOU is funded by District of Columbia funds, OLRCB will be subject to scheduled monitoring reviews to ensure compliance with all applicable requirements.

XII. RECORDS AND REPORTS

OLRCB shall maintain records and receipts for the expenditure of all funds provided under this MOU for a period of no less than three (3) years after the date of expiration or termination of the MOU and, upon the District of Columbia's request, make these documents available for inspection by duly authorized representatives of OAH and other officials as may be specified by the District of Columbia at its sole discretion.

XIII. CONFIDENTIAL INFORMATION

The Parties shall use, restrict, safeguard, and dispose of all information related to services provided under this MOU in accordance with all relevant federal and District statues, regulations, and policies.

XIV. NOTICE

The following individuals are the contact points for each Party under this MOU:

For OAH: Vanessa Natale
General Counsel
Office of Administrative Hearings
441 4th St., NW
Suite 450N
Washington, D.C. 20001
202-724-7024
Email: Vanessa.Natale@dc.gov

For OLRCB: E. Lindsey Maxwell II, Esq.
Director
Office of Labor Relations and Collective Bargaining
441 4th Street, NW
Suite 820 North
Washington, DC 20001
Email: Lindsey.Maxwell@dc.gov

Jim Hurley
OCA Agency Fiscal Officer
Office of the Chief Financial Officer
441 4th Street, NW
Suite 890-N
Washington, DC 20001
Email: Paul.Blake@dc.gov

XV. TERMINATION

Either Party may terminate this MOU in whole or in part by giving ninety (90) calendar days advance notice to the other Party.

IN WITNESS WHEREOF, the Parties have executed this MOU as follows:

Office of Labor Relations and Collective Bargaining:

E. Lindsey Maxwell II, Esq.
Director

Date: 1/9/20

Office of Administrative Hearings:

Eugene A. Adams
Office of Administrative Hearings

Date: 1/9/2020

Office of the City Administrator:

Rashad Young
City Administrator

Date: _____

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
OFFICE OF LABOR RELATIONS AND COLLECTIVE BARGAINING
AND THE
OFFICE OF THE CHIEF FINANCIAL OFFICER

I. INTRODUCTION

This Memorandum of Understanding ("MOU") is entered into by the Office of Labor Relations and Collective Bargaining ("OLRCB") and Office of The Chief Financial Officer collectively referred to in this MOU as the "Parties" and each individually referred to in this MOU as a "Party".

II. BACKGROUND

District Code § 1–531.01 provides that any agency that is represented by the Office of Labor Relations and Collective Bargaining ("OLRCB") in third-party cases, grievances, and dispute resolution shall pay the cost of representation established through an Intra District agreement with the OLRCB.

III. PROGRAM GOALS AND OBJECTIVES

OCFO employs approximately four hundred and sixty (460) unionized employees who are represented by three (3) international labor organizations and are covered by collective bargaining agreements.

The purpose of this MOU is to establish the terms and conditions under which OLRCB shall provide labor relations and collective bargaining representation and services to OCFO, and to delineate the responsibilities of each Party.

III. SCOPE OF SERVICES

In furtherance of the shared goals of the Parties and in consideration of the mutual promises contained herein, OCFO and OLRCB agree as follows:

A. OBLIGATIONS OF <u>OCFO</u>

OCFO shall:

1. Pay OLRCB for its services in accordance with D.C. Official Code § 1-531.01, for the amount set forth in section IV.A.1 of this MOU, and in the manner provided for in section IV.B.1 of this MOU;

2. Promptly provide OLRCB with all information that is relevant and necessary to allow OLRCB to effectively perform the services outlined in this MOU;

3. Designate a Labor Liaison and other appropriate management representatives to ensure effective performance by OLRCB under this MOU;

4. Ensure timely responses to requests for information from OLRCB;

5. Ensure effective administration of the collective bargaining agreements and implementation of advice and counsel, at the agency level;

6. Provide training to managers, supervisors and employees on the collective bargaining agreements, grievances, and arbitration and effective processing of disciplinary actions; and

7. For all arbitration hearings that may arise as a result of the collective bargaining agreements covered by this MOU, be responsible for all costs, including, but not limited to costs for court reporters, transcripts, arbitrators, and expert witnesses as may be required and/or specified in the applicable collective bargaining agreement.

B. OBLIGATIONS OF OLRCB

OLRCB shall:

1. Represent OCFO in third party cases, grievances, and dispute resolutions;

2. Ensure third-party cases and matters for dispute resolution impacting OCFO are timely prepared.

3. Provide training to OCFO managers and supervisors on labor relations, collective bargaining, and current and new collective bargaining agreements applicable to OCFO;

4. Coordinate other training as may be necessary based on OLRCB's interaction with OCFO as a result of this MOU or the Parties' litigation experience;

5. Provide relevant information to the Department of Human Resources ("DCHR"), the Office of Pay and Retirement Services ("OPRS"), and the Office of the Chief Technology Officer ("OCTO") on new wages and benefits required by collective bargaining agreements or as a result of the resolution of labor disputes. to help ensure that such wages and benefits are implemented in a timely manner; and

6. Establish an agency internal service fund with a corresponding index that ties to the fund and agency organization structure.

IV. FUNDING PROVISIONS

A. COST OF SERVICES/PAYMENT

1. The total costs for goods and services under this MOU shall not exceed fifty thousand dollars and no cents ($50,000.00) for Fiscal Year (FY) 2020. The Parties understand that depending on the number of bargaining matters, arbitrations and dispute resolutions that arise, and the number of trainings needed, this MOU may be modified by mutual agreement of the Parties to reflect an increased cost associated with providing goods and services under this MOU. OLRCB shall not be required to provide any goods or services under this MOU if the costs of providing those goods or services would increase the total costs chargeable to OCFO under this MOU to more than fifty thousand dollars ($50,000.00). Costs billed for goods and services shall not exceed actual costs.

2. The estimated cost of this MOU is based upon the number of OCFO personnel covered by the subject collective bargaining agreements and the number of current (and estimated for FY 2020) bargaining matters, grievances, arbitrations, and related labor relations matters that OLRCB will be required to handle on behalf of OCFO.

B. PAYMENT

1. Payment for all of the goods and services provided pursuant to this MOU shall be made through an Intra-District transfer of funds from OCFO to OLRCB for the total amount of this MOU, as set forth in section IV.A.1 of this MOU. OCFO shall make the Intra-District transfer no later than ten (10) business days after the effective date of this MOU.

2 OLRCB shall ensure that the revenues for the goods and services required under this MOU are reflected in the budget entry/budget line item detail screen and the appropriate accumulators.

3. Payments to OLRCB for the services to be performed/goods to be provided shall not exceed the amount of this MOU and shall not otherwise be used in furtherance of OLRCB's objectives for the District's labor program.

V. RESOLUTION OF DISPUTES

The Chief Financial Officer and the Director of OLRCB, or their respective designees, shall resolve disputes arising under this MOU. If the aforementioned are unable to resolve a dispute, the matter shall be referred to the City Administrator for resolution.

VI. EFFECTIVE DATE

This MOU shall be effective upon the signature of the Parties.

VII. MODIFICATIONS

The terms and conditions of this MOU may be amended or modified upon written agreement of the Parties. Amendments or modifications shall be dated and signed by the Parties' authorized representatives. All Parties to this MOU agree to work together as appropriate in good faith to make conforming changes to this MOU, as may be necessary.

VIII. ANTI-DEFICIENCY CONSIDERATIONS

The Parties acknowledge and agree that their respective obligations to fulfill financial obligations of any kind pursuant to any and all provisions of this MOU, or any subsequent agreement entered into by the Parties pursuant to this MOU, are and shall remain subject to the provisions of (i) the federal Anti-Deficiency Act, 31 U.S.C. §§ 1341, 1342, 1349, 1351, (ii) the District of Columbia Anti-Deficiency Act, D.C. Official Code §§ 47-355.01-355.08 (2001), (iii) D.C. Official Code § 47-105 (2001), and (iv) D.C. Official Code § 1-204.46 (2006 Supp.), as the foregoing statutes may be amended from time to time, regardless of whether a particular obligation has been expressly so conditioned.

IX. DURATION OF MOU

The period of this MOU shall be from October 1, 2019, to September 30, 2020, unless earlier terminated as provided in section XV of this MOU.

X. AUTHORITY FOR MOU

D.C. Official Code § 1-301.01(k); and D.C. Official Code § 1-531.01.

XI. COMPLIANCE AND MONITORING

As this MOU is funded by District of Columbia funds, OLRCB will be subject to scheduled monitoring reviews to ensure compliance with all applicable requirements.

XII. RECORDS AND REPORTS

OLRCB shall maintain records and receipts for the expenditure of all funds provided under this MOU for a period of no less than three (3) years after the date of expiration or termination of the

MOU and, upon the District of Columbia's request, make these documents available for inspection by duly authorized representatives of OCFO and other officials as may be specified by the District of Columbia at its sole discretion.

XIII. CONFIDENTIAL INFORMATION

The Parties shall use, restrict, safeguard, and dispose of all information related to services provided under this MOU in accordance with all relevant federal and District statues, regulations, and policies.

XIV. NOTICE

The following individuals are the contact points for each Party under this MOU:

For OCFO: Jeffrey S. DeWitt
Chief Financial Officer
Office Of The Chief Financial Officer
1350 Pennsylvania Avenue, Room 209
Washington, D.C. 20004
202-727-2476
Email: jeffrey.dewitt@dc.gov

For OLRCB: E. Lindsey Maxwell II, Esq.
Director
Office of Labor Relations and Collective Bargaining
441 4th Street, NW
Suite 820 North
Washington, DC 20001
Email: Lindsey.Maxwell@dc.gov

Jim Hurley
OCA Agency Fiscal Officer
Office of the Chief Financial Officer
441 4th Street, NW
Suite 890-N
Washington, DC 20001
Email: Paul.Blake@dc.gov

XV. TERMINATION

Either Party may terminate this MOU in whole or in part by giving ninety (90) calendar days advance notice to the other Party.

IN WITNESS WHEREOF, the Parties have executed this MOU as follows:

Office of Labor Relations and Collective Bargaining:

E. Lindsey Maxwell II, Esq.
Director

Date: 10/28/19

Office Of The Chief Financial Officer:

Jeffrey S. DeWitt
Office Of The Chief Financial Officer

Date: OCT 25 2019

Office of the City Administrator:

Rashad Young
City Administrator

Date: _____

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
OFFICE OF THE CITY ADMINISTRATOR/
OFFICE OF LABOR RELATIONS AND COLLECTIVE BARGAINING
AND THE
OFFICE OF THE STATE SUPERINTENDENT OF EDUCATION/
DIVISION OF STUDENT TRANSPORTATION

I. INTRODUCTION

This Memorandum of Understanding ("MOU") is entered into by the Office of the City Administrator, Office of Labor Relations and Collective Bargaining ("OLRCB") and the Office of the State Superintendent for Education/Division of Student Transportation ("OSSE"), collectively referred to in this MOU as the "Parties" and each individually referred to in this MOU as a "Party".

II. PROGRAM GOALS AND OBJECTIVES

A. OSSE employs approximately one thousand eight hundred (1,800) unionized employees who are represented by three (3) international labor organizations, inclusive of six (6) local unions. These employees are covered by collective bargaining agreements with the American Federation of State, County, and Municipal Employees, the American Federation of Government Employees, and the International Brotherhood of Teamsters and by the Compensation Units 1 and 2 collective bargaining agreement.

B. OLRCB in fiscal year 2019 represented OSSE in third party cases, grievances, and dispute resolutions and has provided labor relations and collective bargaining training to OSSE managers, supervisors, and employees.

C. OSSE has requested that OLRCB continue to provide its expertise and assistance to handle these matters in fiscal year 2020, and OLRCB has agreed to provide the requested services.

D. Pursuant to D.C. Code § 1-531.01, "any agency that is represented by [OLRCB] in third-party cases, grievances, and dispute resolution shall pay the cost of representation established through an intra-district agreement with the OLRCB."

E. This MOU establishes the terms and conditions under which OLRCB will provide labor relations and collective bargaining services to OSSE and the responsibilities of each Party, including the obligation of OSSE to compensate OLRCB for the provision of these services.

III. SCOPE OF SERVICES

In furtherance of the shared goals of the Parties and in consideration of the mutual promises contained herein, OSSE and OLRCB agree as follows:

A. OBLIGATIONS OF OSSE

OSSE shall:

1. Ensure that payment in the amount set forth in section IV.A.1 of this MOU is made to OLRCB as provided in section IV.B.1 of this MOU:

2. Promptly provide OLRCB with all information that is relevant and necessary to allow OLRCB to effectively perform the services outlined in this MOU;

3. Designate a Labor Liaison and other appropriate management representatives to ensure effective performance by OLRCB under this MOU;

4. Ensure timely responses to requests for information from OLRCB;

5. Ensure effective administration of the collective bargaining agreements and implementation of advice and counsel, at the agency level;

6. Provide training to managers, supervisors and employees on the collective bargaining agreements, grievances, and arbitration and effective processing of disciplinary actions; and

7. For all arbitration hearings that may arise as a result of the collective bargaining agreements covered by this MOU, be responsible for all costs, including costs incurred by OLRCB and including costs for court reporters and transcripts, arbitrators, and expert witnesses as specified in the applicable collective bargaining agreement.

B. OBLIGATIONS OF OLRCB

OLRCB shall:

1. Ensure that all third-party cases and matters for dispute resolution impacting OSSE are timely prepared and relevant filings are submitted to OSSE for vetting before the relevant hearing or filing deadline;

2. Provide training to OSSE managers and supervisors on all current and new collective bargaining agreements applicable to OSSE, including the agreements with the American Federation of State, County, and Municipal Employees, the American Federation of Government Employees, and the International Brotherhood of Teamsters and the Compensation Units 1 and 2 agreement;

3. Coordinate other training as may be necessary based on OLRCB's interaction with OSSE as a result of this MOU;

4. Provide relevant information to the Department of Human Resources and the Office of Pay and Retirement Services on new wages and benefits required by collective bargaining agreements or as a result of the resolution of labor disputes. to help ensure that such wages and benefits are implemented in a timely manner; and

5. Establish an agency internal service fund with a corresponding index that ties to the fund and agency organization structure.

IV. FUNDING PROVISIONS

A. COST OF SERVICES/PAYMENT

1. The total costs for goods and services under this MOU shall not exceed two hundred and twenty-five thousand dollars and no cents ($225,000.00) for Fiscal Year (FY) 2020. The Parties understand that depending on the number of arbitrations and dispute resolutions that arise, and the number of trainings needed, this MOU may be modified by mutual agreement of the Parties to reflect an increased cost associated with providing goods and services under this MOU. OLRCB shall not be required to provide any goods or services under this MOU if the costs of providing those goods or services would increase the total costs chargeable to OSSE under this MOU to more than two hundred and twenty-five thousand dollars and no cents ($225,000.00). Costs billed for goods and services shall not exceed actual costs.

2. The estimated cost of this MOU is based upon the number of OSSE personnel covered by the subject collective bargaining agreements and the number of current (and estimated for FY 2020) grievances, arbitrations, and related labor relations matters that OLRCB will be required to handle on behalf of OSSE.

B. PAYMENT

1. Payment for all of the goods and services provided pursuant to this MOU shall be made through an Intra-District transfer of funds by OSSE to OLRCB for the total amount of this MOU, as set forth in section IV.A.1 of this MOU. OSSE shall make the intra-District transfer no later than ten (10) business days after the effective date of this MOU.

2 OLRCB shall ensure that the revenues for the goods and services required under this MOU are reflected in the budget entry/budget line item detail screen and the appropriate accumulators in the System of Accounting and Reporting (SOAR).

3. Advances to OLRCB for the services to be performed/goods to be provided shall not exceed the amount of this MOU.

V. RESOLUTION OF DISPUTES

The State Superintendent of Education and the Director of OLRCB or their designees shall resolve all disputes arising under this MOU. If the State Superintendent of Education and the Director of OLRCB or their designees are unable to resolve a dispute, the matter shall be referred to the City Administrator for resolution.

VI. EFFECTIVE DATE

This MOU shall be effective upon the signature of the Parties.

VII. MODIFICATIONS

The terms and conditions of this Agreement may be modified as mutually agreed by the Parties. All of the parties to this MOU agree to work together as appropriate in good faith to make any conforming changes to this MOU, as may be necessary.

VIII. ANTI-DEFICIENCY CONSIDERATIONS

The Parties acknowledge and agree that their respective obligations to fulfill financial obligations of any kind pursuant to any and all provisions of this MOU, or any subsequent agreement entered into by the Parties pursuant to this MOU, are and shall remain subject to the provisions of (i) the federal Anti-Deficiency Act, 31 U.S.C. §§ 1341, 1342, 1349, 1351, (ii) the District of Columbia Anti-Deficiency Act, D.C. Official Code §§ 47-355.01-355.08 (2001), (iii) D.C. Official Code § 47-105 (2001), and (iv) D.C. Official Code § 1-204.46 (2006 Supp.), as the foregoing statutes may be amended from time to time, regardless of whether a particular obligation has been expressly so conditioned.

IX. DURATION OF MOU

The period of this MOU shall be from October 1, 2019, to September 30, 2020, unless earlier terminated as provided in section XV of this MOU.

X. AUTHORITY FOR MOU

D.C. Official Code § 1-301.01(k); and D.C. Official Code § 1-531.01.

XI. COMPLIANCE AND MONITORING

As this MOU is funded by District of Columbia funds, OLRCB will be subject to scheduled monitoring reviews to ensure compliance with all applicable requirements.

XII. RECORDS AND REPORTS

OLRCB shall maintain records for all services performed under this MOU and receipts for all funds expended under this MOU for a period of no less than three (3) years after the date of expiration or termination of the MOU and, upon the District of Columbia's request, make these documents available for inspection by duly authorized representatives of OSSE and other officials as may be specified by the District of Columbia at its sole discretion.

XIII. CONFIDENTIAL INFORMATION

The Parties shall use, restrict, safeguard, and dispose of all information related to services provided under this MOU in accordance with all relevant federal and District statues, regulations, and policies.

XIV. NOTICE

The following individuals are the contact points for each Party under this MOU:

For OSSE: Hanseul Kang
Superintendent
Office of the State Superintendent for Education
1050 First Street NE
3rd Floor
Washington, DC 20002
Phone: 202-727-6436
Email: Hanseul.Kang@dc.gov

Paris Saunders
OSSE Agency Fiscal Officer
Office of the Chief Financial Officer
1050 First Street NE
3rd Floor
Washington, DC 20002
Phone: 202-727-3457
Email: Paris.Saunders2@dc.gov

For OLRCB: Lindsey E. Maxwell
Director
Office of Labor Relations and Collective Bargaining
441 4th Street, NW
Suite 820 North
Washington, DC 20001
Email: Lindsey.Maxwell@dc.gov

Paul Blake
OCA Agency Fiscal Officer
Office of the Chief Financial Officer
441 4th Street, NW
Suite 890-N
Washington, DC 20001
Email: Paul.Blake@dc.gov

XV. TERMINATION

Either Party may terminate this MOU in whole or in part by giving ninety (90) calendar days advance notice to the other Party.

IN WITNESS WHEREOF, the Parties have executed this MOU as follows:

Office of Labor Relations and Collective Bargaining:

Lindsey E. Maxwell
Director

Date: 9/23/19

Office of the State Superintendent of Education:

Hanseul Kang
Superintendent

Date: 9/17/19

Office of the City Administrator:

Rashad Young
City Administrator

Date: 10/11/19

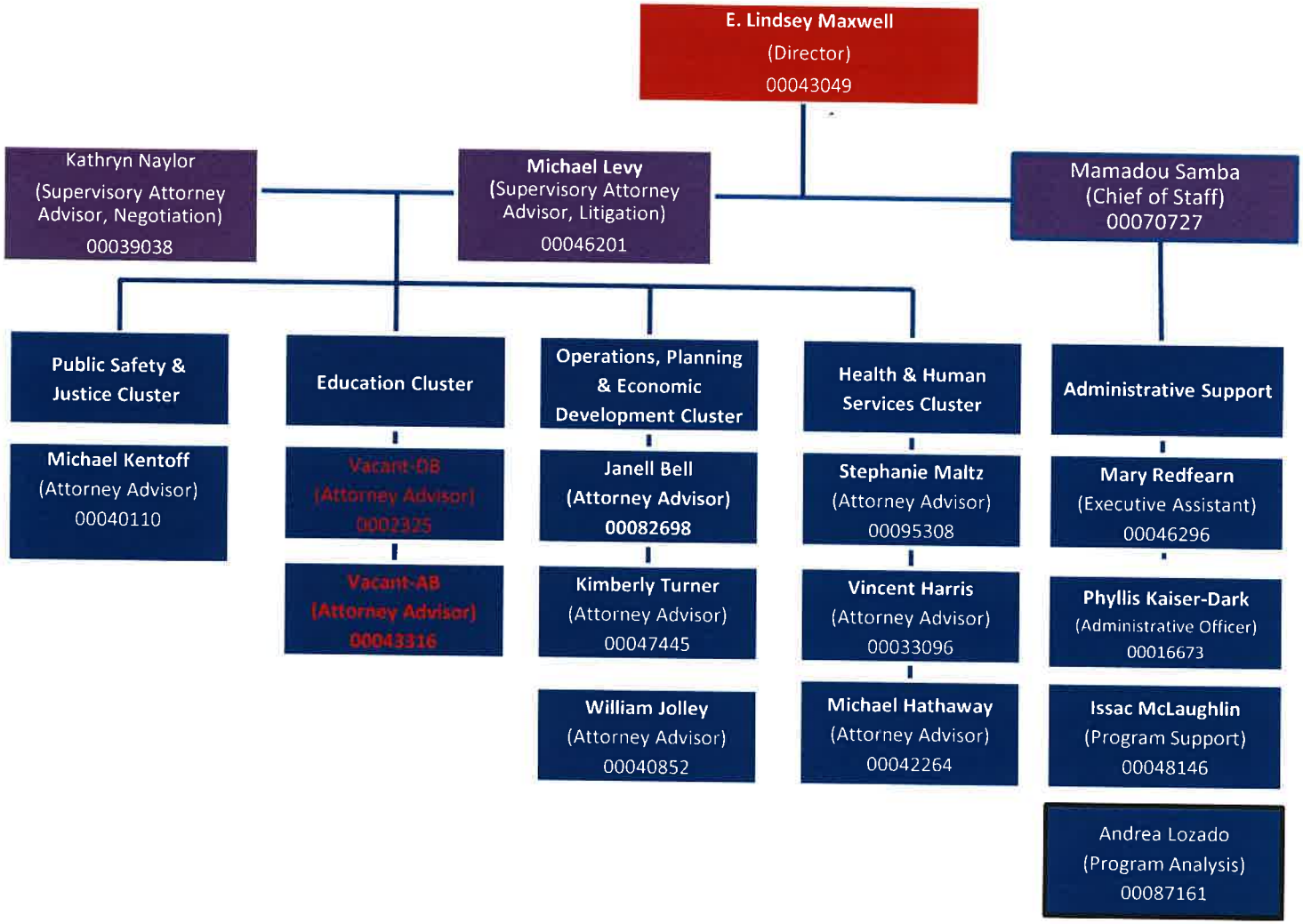
Office of The City Administrator (A

PO Number	Vendor Name	Fund Detail	Comp Obj	Org Code	Program Code	Index
PO616659	TPW CONSULTANTS LLC	100	408	3005	3005	3005L
PO618611	WEST PUBLISHING CORP	100	408	3005	3005	3005L

E0) Purchase Order Report

PCA	Last Activity Date	Aging (Days)	Total Amt	Expenditures	PO Balance
30050	11/20/2019	49.00	$ 7,360.00	$ -	$ 7,360.00
30050	12/19/2019	20.00	$ 12,480.00	$ -	$ 12,480.00

Office of Labor Relations & Collective Bargaining (OLRCB)



1/6/2020

OLRCB FY 19 - FY 20 Case Status Report

Case Name	Case Number	Date Filed	Status	Case Issue	Outcome
DFS/NAGE [Exclusive Recognition]	19-RC-01	8/9/2019	Active	Exclusive recognition concerning DFS employees	
FOP/DOC v DOC	19-U-13	6/7/2019	Active	Whether the Agency violated law by allowing AFGE to campaign inside its facilities	
AFSCME Local 1959 v. OSSE	19-U-15	6/26/2019	Active	Unfair application of bargaining unit seniority	
AFGE Local 383 v. DDS	19-U-18	8/6/2019	Closed	Whether the Department engaged in retaliatory and discriminatory conduct by agency as well failure to promote complainant	
DFS/NAGE [PIP/Reassignment]	19-U-19	8/14/2019	Active	Whether Agency violated law by re-assigning employee as a result of PIP and not allowing Union representative in PIP meeting.	
DGS/FOP-PSD [DC Lancaster]	20-U-03	11/19/2019	Active	Whether Agency violated law by having Deputy Chief allegedly engage in surveillance of and retaliate against (engage in disparate treatment of) Union officials.	
WTU v. DCPS	AAA 01-14-0001-9468	12/9/2014	Active	IMPACT challenge 2013-2014 SY	
WTU v. DCPS (Extended School Day)	AAA 01-15-0005-6239	12/9/2014	Active	Challenge to extended school day at Amidon Bowen Elementary for 2015-2016 school year	
WTU v. DCPS	AAA 01-16-0002-3161	11/30/2016	Active	IMPACT challenge 2014-2015 SY	
WTU v. DCPS	AAA 01-16-0004-0051	6/27/2016	Active	Juan Ucles Termination	
WTU v. DCPS	AAA 01-16-0004-4087	8/25/2016	Active	Developing Teachers' Group Grievance re step holds, etc.	
WTU v. DCPS	AAA 01-16-0004-4140	10/12/2016	Active	Extended school year @ Raymond EC	
WTU v. DCPS (Probationary Teachers)	AAA 01-16-390-00740-08	7/11/2019	Active	Probationary Teachers termination.	
WTU v. DCPS (Developing Teachers Rating)	AAA 01-17-0000-4087 / AAA 01-17-0002-2888	1/25/2017	Active	Challenge to Developing Rating in SY 2015-16 prior and subsequent years	
WTU v. DCPS (Jeffery Canady Termination)	AAA 01-17-0001-6692 AVH	3/27/2017	Active	Termination of Jeffery Canady	
WTU v. DCPS (Moody Termination)	AAA 01-17-0004-8941	8/18/2017	Closed	Temination of Stephanie Moody due to alleged IMPACT process violation	Parties Reached a Settle agreement / $4,451.84 was paid to Stephanie Moody
WTU v. DCPS (Brandon McCaskill)	AAA 01-17-0005-8712	10/3/2017	Active	Termination of Brandon McCaskill	
(Regina James) AFSCME 2401 v. DHCF	AAA 01-19-0000-2885	1/30/2019	Active	Discharge of employee Regina James	
WTU v. DCPS (Discontinuation of Extended School Year)	AAA 01-19-0001-5963	5/21/2019	Closed	Violation of Article 6, Discontinuation of Extendedn School Year	Case was withdrawn
WTU v. DCPS (Kimberly Wright Discharge)	AAA 01-19-0002-0937	7/3/2019	Active	Kimberly Wright Discharge	
WTU v. DCPS (Jamila Holt Discharge)	AAA 01-19-0003-1184	9/30/2019	Active	Jamila Holt Discharge	
WTU v. DCPS (Kristee Jone Discharge)	AAA 01-19-0003-4164 SM	10/25/2019	Active	Kristee Jones Discharge	
WTU v. DCPS (Ronald Robinson Termination)	AAA 01-19-0003-9735	11/8/2019	Active	Ronald Robinson Termination	
WTU v. DCPS (11 Month School Counselors)	AAA 01-19-0003-9864	11/8/2019	Active	Payment of School Counselors from SY11-12 to SY16-17 for extended school day and extended school year	
WTU v. DCPS (Damon Rogers Discharge)	AAA 01-19-0004-0240	11/13/2019	Active	Damon Rogers Discharge	
CSO v. DCPS	AAA 16 390 00313 13	8/21/2012	Closed	Sharon Wells Termination	PERB's D&O issued was unfavorable to management; no appeal filed; proceedings on merits not favored; settlement was discussed preliminarily with MM; AAA issued letter dated 11/16/17 closing its file
WTU v. DCPS (Discharge of 266)	AAA 16-20-0900-0846	11/19/2009	Closed	Dicharge of 266 teachers in 2009.	Matter has been dismissed by the arbitrator AAA issued letter dated 10/10/2019 closing its file
WTU v. DCPS	AAA 16-390-00819-10	11/30/2010	Active	Excessed teachers from 2009-2010 SY & 2010-2011 SY	
DGS/NAGE [Lawrence Williams]	FMCS 180419-03830	4/19/2018	Active	Whether Agency had just cause to remove Grievant for abusive language toward female employee.	
Teamsters v. DCPS (Duke Ellington Custodians)	FMCS 180626-05942	6/26/2018	Active	Contracting out of bargaining unit work at Duke Ellington and supervision by non-DCPS employee, inter alia	
DOH/AFGE 2978 [Environmental Pay]	FMCS 190520-07293	5/20/2019	Active	Whether Agency violated CBA by not providing environmental pay classification to certain employees	
DGS/AFGE 2741 [Andre Thomas]	FMCS 190726-09447	7/26/2019	Active	Whether Agency had just cause or legal right to remove Grievance due to failed drug test. Agency will assert non-arbitrability.	
DCRA/AFGE 2725 [Luichi Lu]	FMCS 190821-10215	1/30/2019	Active	Whether Agency had just cause to suspend Grievant for misrepresentations made about another employee.	
OSSE/AFSCME 1959 [Amber Guild]	FMCS 191127-01866	11/27/2018	Active	Whether Agency had just cause to remove Grievance due to leaving bus during route.	
(Moses Smith) AFSCME 2401 v. DHS	AAA Case 01-17-0007-0534	11/20/2017	Active	Termination for abscene. Procedural issue related to invocation of arbitration.	

Teamsters 639 v. OSSE/DOT	FMCS 140717-57592 A	7/17/2014	Active		
DPW v. AFGE 631	FMCS 170111-00504 8	1/11/2017	Active	Grievance regarding Notification of Delegation of essential Employee Status	
AFGE 1975 v. DMV	FMCS 170207-52871-A	2/7/2017	Active	Overtime grievance	
FOP/DYRSLC v. DYRS	FMCS 170307-01162-1	3/24/2017	Active		
Teamsters v. DCPS (Cycle 1 Dispute)	FMCS 170612-55768-A			Evaluation Cycle 1 Dispute Zamora et al	
AFGE 2741 v. DPR	FMCS 170816-55046	8/16/2017	Closed	Discharge of Donna Dowery	The Arbitrator ruled in favour of the union, Ms Dowery was reinstated and made whole $50,000 was paid to the grievant
AFGE 2741 v. DPR	FMCS 170907-54472	9/7/2017	Active	Termination - Aaron Sykes	
AFGE 1975 v. OLRCB	FMCS 171114-51005 A	11/14/2016	Active		
DYRS v. FOP/DYRSLC	FMCS 180111-00364	1/11/2018	Active	Paid Family Leave and OT	
AFGE 1403 v. DOH	FMCS 180327-02953	5/25/2018	Active		
FEMS v. IAFF 36	FMCS 180327-02973 A	3/27/2018	active	Class Action/ Failure to follow POD Appeal Process	
Teamsters v. DCPS (Simon Termination)	FMCS 180404-03242	4/4/2018	Closed	Termination of Calvin Simon	Parties reached a settlement Agreement on 9/12/2019
Teamsters v. DCPS (Humes Termination)	FMCS 180504-04309	5/4/2018	Active	Termination of Diedre Humes	
AFGE Local 383 (Demotions) v. DDS	FMCS 190214-04201	2/14/2019	Active	Group Grievance for Kim Trawick and Milton White - Demotions	
MOLC v. AFGE 1403	FMCS 190308-04955	3/8/2019	Active	How attorney performance evaluation appeals are received and processed by management	
AFSCME 2041 v. DDS (Group Grievance)	FMCS 190410-06076	4/10/2019	Closed	Union alleges cba violation regarding reclassification of DDS employees	
AFGE Local 2725 (Toylanda Brown) v DOH	FMCS 190417-06270	4/17/2019	Active	Removal	
DCRA/AFGE 2725 (Deonte Leach)	FMCS 190618-08274	6/19/2019	Active	Whether agency has just cause to suspend Grievant for verbal abuse	
Minor v. DOES	FMCS 190815-10055	8/15/2019	Active	Discharge of Employee	
AFGE Local 383 (Kennon Ross) v. DDS	FMCS 191116-01575	9/15/2019	Closed	Kennon Ross Grivance	The Grivance was denied
Waters v. DYRS	FMCS 201018-00555	10/18/2019	Active	Discharge of Employee	
Pamela Adams Demotion	FMCS 201031-00910	10/31/2019	Active	Pamela Adams Demotion	
DPW/AFGE 631 [Group - Harry Carroll Harassment]	FMCS 201104-01048	11/14/2019	Active	Whether supervisor Harry Carroll violated the CBA in allegedly harrassing multiple bargaining unit members.	
DCRA v. AFGE 2725	PERB 17-A-02	12/19/2016	Closed	The Agency seeks to have this Arbitration Award reversed they believe it was contrary to law and public policy	The arbitration review request is hereby denied.
AFGE 1975 v. DMV	PERB 18-A-19	8/16/2018	Closed	PERB upheld award stating DMV could not unilaterally restrict overtime based on performance criteria.	DMV's Arbitration Review Request is hereby denied.
DGS/FOP-PSD [Parking]	PERB 18-U-01	10/9/2017	Active	Whether Agency violated law by unilaterally refusing to provide free parking at 64 New York Avenue.	
DOC v. FOP/DOCLC	PERB 19-A-05	2/15/2019	Active	The Arbitrator Exceeded His Jurisdiction.	The arbitration review request is hereby denied.
WTU v. DCPS (Probationary Enforcement Petition)	PERB 19-E-02	11/29/2018	Closed	Enforcement Petition and Expedited Considerationg of Probationary Teacher's Award	Case was dismissed
WTU v. DCPS	PERB 19-E-04	4/10/2019	Active	Reinstatement and back pay isses (Grievant: Jeffrey Canady)	
DFS/NAGE [CBA Impasse]	PERB 19-I-01	10/15/2019	Closed	Dismissal Letter	
NAGE v. DC National Guard	PERB 19-RC-02	8/21/2019	Active	Recognition Petition	
Monica Martinez v. DCPS	PERB 19-U-01	10/12/2018	Active	Martinez alleges unfair retaliation for union activity.	
Behre v. DCPS (RIF Settlement Inclusion)	PERB 19-U-05	12/7/2018	Closed	Behre seeks inclusion in RIF settlement	
CSO v. DCPS	PERB 19-U-06	1/3/2019	Active	CSO alleges the Agency failed to bargain in good faith concerning reclassifying three positions	
WTU v. DCPS (Extended School Year ULP)	PERB 19-U-09	5/22/2019	Active	ULP alleged unilateral discontinuation of extended school year	
WTU v. DCPS (Ricky Williams)	PERB 19-U-10	5/24/2019	Active	WTU seeks enforcement of consent award.	
WTU v. DCPS (Canady Termination ULP)	PERB 19-U-12	6/4/2019	Active	ULP alleging failure to comply with Jeffery Canady arbitration award	
AFSCME 1959 v. OSSE	PERB 19-U-15	6/26/2019	Active	unfair application of bargaining unit seniority	
AFSCME DC 20	PERB 19-U-21	8/20/2019	Active	Whether Agency engaged in unfair application of bargaining unit seniority favoring the Teamsters and the bargaining unit they represent at the expense of AFSCME	
DCNA v. DYRS	PERB 19-U-22	9/17/2019	Active	Termination during probationary period	
AFGE v. D.C. OLRCB, et al.	PERB 20-U-01	10/24/2019	Active	Discharge of Employees, drug testing	
DCNA v DBH	PERB 20-U-04	1/9/2019	Active	bargaining unit status of two nurses	
WTU v. DCPS (Related Service Provider)	PERB 20-U-06	12/12/2019	Active	ULP alleging failure to bargain over changes school related service provider policy.	
AFGE 1403 v. MOLC and DCRA	PERB 19-U - 14	6/21/2019	Active	ULP complaint challenging evaluation process for attorneys	Mediation set for March 3, 2020

DC GOVERNMENT AGENCIES
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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
Eugene A. Adams, Chief Judge **Office of Administrative Hearings (FS)** 441 4th St., NW, Suite 450N Washington, DC 20001 (202) 442-9094 (o) (202) 442-5823 (Direct) (202) 442-4789 (f) Eugene.Adams@dc.gov EA: Nikki Steele Nikki.steele@dc.gov **Labor Liaison:** Vanessa Natale 441 4th St., NW, Suite 450N Washington, DC 20001 (202) 442-9094 (o) (202) 724-7024 (Direct) (202) 442-4789 (f) Vanessa.natale2@dc.gov	William L. England Jr., Acting President **Federation of Administrative Law Judges (FALJ)** International Federation of Professional and Technical Engineers (IFPTE) Judicial Council 3 P.O. Box 75728 Washington, DC 20013 202-442-9536 William.england@dc.gov Phess2@aol.com Robert Hollingsworth, President **AFSCME Local 2776** Office of Tax and Revenue 100 M Street, SE Suite 250, Washington DC 20003 202-442-6913 (o) 202-302-6300 (c) 202-442-6888 (Fax) unionmem54@gmail.com Andrew Washington, Executive Director, **District Council 20 AFSCME** 100 M Street, SE Suite 250, Washington DC 20003 (202-733-3752) awashington@districtcouncil20.org Chastity McIntosh-Wright, Administrative Aide **District Council 20 AFSCME** 100 M Street, SE Suite 250, Washington DC 20003 202-733-3752 cmcintosh@districtcouncil20.org

DC GOVERNMENT AGENCIES
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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
Fred Moosally, Director **Alcoholic Beverage Regulation Administration (LQ)** 2000 14th Street, N.W., 400 South Washington, D.C. 20009 202- 442-4423 Fred.moosally@dc.gov **Labor Liaison:** Camille Robinson Administrative Officer/Labor Liaison Alcoholic Beverage Regulation Administration 2000 14th Street, NW, 400 South Washington, DC 20009 202-442-4356 Camille.robinson3@dc.gov	Felicia Dantzler, President **AFSCME Local 2743** (202) 727-9457 (o) (202) 306-0570 (cell) Felicia.dantzler@dc.gov Andrew Washington Executive Director, **District Council 20 AFSCME** 100 M Street, SE Suite 250, Washington DC 20003 (202-733-3752) awashington@districtcouncil20.org Benjamin Bryant, President **AFGE Local 1403** 441 4th Street, NW 6th Floor Washington DC 20001 (202) 724-6652 (O) 856-651-8780 Benjamin.bryant@dc.gov
Karl Racine, Attorney General **Office of the Attorney General (CB)** 441 4th St., NW, Suite 1145S Washington, DC 20001 (202) 727-3400 (o) (202) 347-8922 (f) Karl.Racine@dc.gov EA: Valerie Scott 724-1301 **Labor Liaison**: Nadine Wilburn Chief Counsel and Senior Advisor Personnel, Labor & Employment Division (202) 724-6601 (o) (202) 347-8922 (f) nadine.wilburn@dc.gov	Benjamin Bryant, President **AFGE Local 1403** 441 4th Street, NW 6th Floor Washington DC 20001 (202) 724-6652 (O) Benjamin.bryant@dc.gov Wayne L. Enoch, President **AFSCME Local 2401** 100 M Street, SE Suite 250 Washington DC 20003 (202) 570-3136 (c) wayne.enoch@dc.gov Andrew Washington, Executive Director **District Council 20 AFSCME** 100 M Street, SE Suite 250, Washington DC 20003 (202-733-3752) awashington@districtcouncil20.org

DC GOVERNMENT AGENCIES
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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
Barbara J. Bazron, PhD, Acting Director **Department of Behavioral Health (RM)** 64 New York Avenue, NW 20002 (202) 673-7440 (o) (202) 673-3433 (f) Laquandra.nesbitt@dc.gov **Labor Liaison:** Brendolyn McCarty-Jones (202) 673-4582 (o) (202) 673-4386 (f) brendolyn.jones@dc.gov	Yahnae Barner, Area Vice President Lisa Wallace **1199 SEIU United Healthcare Workers East** 4301 Garden City Drive, Suite 202 Landover, MD 20785 (301) 341-0000 ofc. (301) 341-0657 Fax Lisa.wallace@1199.org Yahnae.barner@1199.org Admin: Lenny Fraser Jean-Joel Villier, President, **Doctors Council of DC** Post Office Box 76080 Washington, DC 20013 202-407-2118 (o) 240-463-3579 (c) jean.villier@dc.gov Kate Croson, President **Psychologists Union NUHHCE Chapter 3758/AFGE Local 383** Saint Elizabeths Hospital 1100 Alabama Avenue, SE Washington, DC 20032 **kate.croson@dc.gov** Local3758President@gmail.com Susan Nelson, Chair **DC Nurses Association (DBH)** 1905 E Street, S.E., Bldg 14 Washington DC 20003 susan.nelson@dc.gov Larry Doggette, Business Manager **Public Services Employees, Local 572** 5627 Allentown Road, Suite #207 Camp Springs, MD 20746 (800) 692-9002 301/316-4888 doggettelocal572@yahoo.com Sonia Lozano – Secretary-Treasurer **Public Services Employees, Council Local 572** 5627 Allentown Road, Suite #206 Camp Springs, MD 20746 (800) 692-9002

DC GOVERNMENT AGENCIES
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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
Department of Behavioral Health (RM) Cont'd	Alvin Deskins, President, **NUHHCE, Chapter 2095** Saint Elizabeths' Hospital 1100 Alabama Avenue, SE Washington, DC 20032 **301-577-0800 (202) 425-7997** (c) **fax 301-577-0850** Alvin.deskins@dc.gov Beth McBride, President **AFGE Local 383** P.O. Box 34296 Washington, DC 20043 (202) 442-9315 (w) 202-500-0370 (cell) grassrootsjustice16@gmail.com Russell Warburton, Staff Labor Representative **Committee of Interns and Residents/SEIU** rwarburton@cirseiu.org 917-692-5403
Angie M. Gates, Director **DC Office of Cable Television Film, Music and Entertainment (formerly, the DC Office of Cable Television) (TK)** 1899 9th Street, N.E. Washington, DC 20018 (202) 671-0066 (o) (202) 332-7020 (f) angie.gates@dc.gov EA: Dania Jolley **Labor Liaison:** **Dr. Steven Johnson** DC Office of Cable TV, Film, Music and Entertainment (formerly, the DC Office of Cable TV) **Steven.johnson2@dc.gov** (202) 671-0066 (o) (202) 332-7020 (f)	Barry Carey, President **AFSCME Local 2091** 100 M Street, SE Suite 250 Washington DC 20003 (202) 561-0174 (o) (202) 234-6531(f) barry.carey@yahoo.com Andrew Washington, Executive Director, **District Council 20 AFSCME** 100 M Street, SE Suite 250, Washington DC 20003 (202-733-3752) awashington@districtcouncil20.org Chastity McIntosh-Wright, Administrative Aide **District Council 20 AFSCME** 202-733-3752; cmcintosh@districtcouncil20.org Benjamin Bryant, President **AFGE Local 1403** 441 4th Street, NW 6th Floor Washington DC 20001 (202) 724-6652 (O) 856-651-8780 Benjamin.bryant@dc.gov

DC GOVERNMENT AGENCIES
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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
Roger A. Mitchell, Jr., MD **Chief Medical Examiner** **Office of the Chief Medical Examiner (FX)** 401 E St., SW, 6th Floor Washington, D.C. 20024 (202) 698-9000 (o) (202) 698-9101 (f) roger.mitchell@dc.gov **Labor Liaison:** Beverly Fields (202) 698-9006 (o) (202) 698-9101 (f) Beverly.Fields@dc.gov	Jean-Joel Villier, President **Doctors Council of DC** Post Office Box 76080 Washington, DC 20013 202-407-2118 (o) 240-463-3579 (c) jean.villier@dc.gov Wanda Shelton-Martin, Executive Director **Metropolitan District 1199C, NUHHCE, AFSCME, AFL-CIO** 8181 Professional Place, Suite 116 Landover, MD 20785 (202) 550-0522 (301) 577-0800 Direct (240) 893-1334 cell (301) 577-0805 fax Wsheltonmartin@nuhhce1199dc.org Office Admin: Sharon Greenfield Timothy Traylor **(NAGE)** National Representative| District of Columbia Washington Regional Office 901 North Pitt Street, Suite 100 Alexandria, VA 22314 Office: 703.519.0300|Fax: 703.519.0311 ttraylor@nage.org www.nagefederal.org/dc_government Perliesha S. Gales, Chief Steward **NAGE R3-11** 202-577-2343 (c); 202-698-9000 (o) p.gales@dc.gov Benjamin Bryant, President **AFGE Local 1403** 441 4th Street, NW 6th Floor Washington DC 20001 (202) 724-6652 (O) 856-651-8780 Benjamin.bryant@dc.gov

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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
Lindsey Parker, Chief Technology Officer **Office of the Chief Technology Officer (TO)** 441 4th Street, NW Suite 930S Washington, DC 20001 (202) 727-2277 (o) (202) 727-5931 (f) tegene.baharu@dc.gov EA: Donna Hakenson COS: Carol Washington **Labor Liaison:** Pamela Brown, General Counsel (202) 727-9971 (o) (202) 727-6857 (f) (202) 704-9781 (c) Pamela.brown@dc.gov	Michael Coley, President **AFSCME Local 1200, DC 20** 100 M Street, SE Suite 250, Washington DC 20003-3542 202-733-3752; 202-413-8751 (cell) mhcjazz@hotmail.com Andrew Washington Executive Director, **District Council 20 AFSCME** (202-733-3752) awashington@districtcouncil20.org Chastity McIntosh-Wright, Administrative Aide **District Council 20 AFSCME** 202-733-3752; cmcintosh@districtcouncil20.org Benjamin Bryant, President **AFGE Local 1403** 441 4th Street, NW 6th Floor Washington DC 20001 (202) 724-6652 (O) 856-651-8780 Benjamin.bryant@dc.gov
Brenda Donald, Director **Child and Family Services Agency (RL)** 200 I Street, SE, Suite 3009 Washington, DC 20003 (202) 442-6100 (o) (202) 727-6505 (f) Brenda.donald@dc.gov EA: Rachel Streeter 202-671-0605 **Labor Liaison:** Christal Williams, Esq. Labor Relations Manager Office of Human Resources DC Child and Family Services Agency 200 I Street SE, Room 3638 Washington, DC 20003 (202) 724-7373 (Main HR) Christal.williams@dc.gov Nina M. Jones, HR Director 724-7447 (direct) EA: Kimberly Nesbitt 724-7373	Wayne L. Enoch, President **AFSCME Local 2401, DC 20** 100 M Street, S.E., Suite 250 Washington, DC 20003 (202) 570-3136 (c); wayne.enoch@dc.gov Andrew Washington, Executive Director, **District Council 20 AFSCME** (202-733-3752) awashington@districtcouncil20.org Chastity McIntosh-Wright, Administrative Aide **District Council 20 AFSCME** 202-733-3752; cmcintosh@districtcouncil20.org Gloria Jones, Chair **DC Nurses Association (Comp 13)** 1905 E Street, S.E. Bldg. 14 Washington DC 20003 (240) 494- 4986 Benjamin Bryant, President **AFGE Local 1403** 441 4th Street, NW 6th Floor Washington DC 20001 (202) 724-6652 (O) 856-651-8780 Benjamin.bryant@dc.gov

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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
Earnest Chrappah, Director **Department of Consumer & Regulatory Affairs (CR)** 1100 4th Street, SW Washington, DC 20024 (202) 442-8947 (o) (202) 478-9307 (f) earnest.chrappah@dc.gov **Labor Liaison**: Donald Tatum (202) 442-8928 (o) (202) 478-3708 (f) donald.tatum@dc.gov	Miranda D. Gillis, President **AFGE 2725 (Council 211)** P.O. Box 75960 Washington, DC 20013 (202) 842-4540 (o) (202) 289-4190 (f) mgillis@afge2725.com Mabel Grant-Allen – Administrative Assistant **AFGE 2725 President (Council 211)** P.O. Box 75960 Washington, DC 20013 (202) 842-4540 (o) (202) 289-4190 (f) mallen@afge2725.com Felicia Dantzler, President **AFSCME Local 2743** (202) 727-9457 (o) (202) 306-0570 (cell) Felicia.dantzler@dc.gov Andrew Washington, Executive Director **District Council 20 AFSCME** (202-733-3752) awashington@districtcouncil20.org Chastity McIntosh-Wright, Administrative Aide **District Council 20 AFSCME** 100 M Street, SE Suite 250, Washington DC 20003 202-733-3752 cmcintosh@districtcouncil20.org Benjamin Bryant, President **AFGE Local 1403** 441 4th Street, NW 6th Floor Washington DC 20001 (202) 724-6652 (O) 856-651-8780 Benjamin.bryant@dc.gov

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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
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Department of General Services (AM) **Cont'd**	Ritchie Brooks, President, **Teamsters Union Local 730** 2001 Rhode Island Ave., NE Washington, DC 20018 (202) 529-3434 (o) (202) 529-0389 (f) ritchiebrooks@verizon.net Nikia Myers – **Office Manager** **Teamsters Local 730** 2001 Rhode Island Ave., NE Washington, DC 20018 (202) 529-3434 (o) Nikia121@verizon.net George Barksdale, President **AFGE Local 3444** 3926 S Street SE Washington, DC 20020 (c) 202-669-1528 Timothy Traylor **(NAGE)** National Representative| District of Columbia Washington Regional Office 901 North Pitt Street, Suite 100 Alexandria, VA 22314 Office: 703.519.0300|Fax: 703.519.0311 ttraylor@nage.org www.nagefederal.org/dc_government Harvey Cannon, President **NAGE R3-05** 300 Indiana Ave, NW, Washington DC 20001 202 344 9092 harvey.cannon@dc.gov Benjamin Bryant, President **AFGE Local 1403** 441 4th Street, NW 6th Floor Washington DC 20001 (202) 724-6652 (O) 856-651-8780 Benjamin.bryant@dc.gov

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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
Department of Health (HC), Continued	Carroll Ward, President **AFGE Local 2978** P.O. Box 76588, Washington, DC 20013-6588 Carroll.ward@dc.gov Yahnae Barner, Area Vice President Lisa Wallace **1199 SEIU United Healthcare Workers East** 4301 Garden City Drive, Suite 202 Landover, MD 20785 (301) 341-0000 Phone (301) 341-0657 Fax Yahnae.barner@1199.org Lisa.wallace@1199.org Beth McBride, President **AFGE Local 383** P.O. Box 34296 Washington, DC 20043 (202) 802 8500 (w) grassrootsjustice16@gmail.com Benjamin Bryant, President **AFGE Local 1403** 441 4th Street, NW 6th Floor Washington DC 20001 (202) 724-6652 (O) 856-651-8780 Benjamin.bryant@dc.gov

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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
Lewis D. Ferebee, Chancellor **District of Columbia Public Schools (GA)** Office of the Chancellor 1200 First Street, NE, 12th Floor Washington, DC 20002 (202) 442-5885 (o) (202) 442-5026 (f) Lewis.ferebee@k12.dc.gov **Labor Liaison**: Donielle Powe Interim Deputy Chief, Labor Management & Employee Relations Human Resources Office of Human Capital **District of Columbia Public Schools** 1200 First Street, NE Washington, DC 20002 T 202.442.5373 F 202.535.2817 http://dcps.dc.gov donielle.powe@k12.dc.gov	Elizabeth Davis, President **The Washington Teachers' Union** Local 6 1239 Pennsylvania Avenue SE Washington, DC 20003 (202) 293-8600 (o) (202) 293-8633 (f) 202-517-0673 elizabeth.davis704@gmail.com **WTU** Admin Assistant – Louis Blount lblount@wtulocal6.net Dr. Terence Ngwa, Executive Director **Washington Teachers' Union** Local 6 (202) 517-0729 (office) (202) 417-1720 (cell) tngwa@wtulocal6.net Andrew Washington, Executive Director **District Council 20 AFSCME** 100 M Street, SE Suite 250, Washington DC 20003 awashington@districtcouncil20.org Administrative Aide - Chastity McIntosh-Wright, 202-733-3752 cmcintosh@districtcouncil20.org Robert H. Alston, Jr., President **AFSCME 2921** 100 M Street, SE Suite 250, Washington DC 20003 (202) 525-8876 Robert.alston68@gmail.com Chiquita Paige, **Recording Secretary** 202/702-3122 Kelvin Page, Vice President 202-903-7406 kpage570@gmail.com

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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
DC Public Schools (GA) **Cont'd**	Wayne L. Enoch, President **AFSCME Local 2401** 100 M Street, SE Suite 250, Washington DC 20003 (202) 570-3136 (c) wayne.enoch@dc.gov Richard Jackson- President Barbara B. Childs, Executive Vice President **Council of School Officers** AFSA Local 4, AFL-CIO 2417 Benning Rd NE, Suite B Washington, DC 20002 202-526-4700 (Office) 240-475-4592 (Cell) rjackson@councilofschoolofficers.org bchilds@councilofschoolofficers.org Zanette Childs, CSO Office Manager, 202-526-4700 John Gibson, President **Teamsters Union Local 639** 3100 Ames Place NE., Washington, D.C. 20018 Contact: Shelly Kidd (202) 636-8170 tlocal639@aol.com Ritchie Brooks, President **Teamsters Union Local 730** 2001 Rhode Island Ave., NE, Washington, DC 20018 (202) 529-3434 (o) (202) 529-0389 (f) ritchiebrooks@verizon.net **Office Manager** Nikia Myers Nikia121@verizon.net Benjamin Bryant, President **AFGE Local 1403** 441 4th Street, NW 6th Floor Washington DC 20001 (202) 724-6652 (O) 856-651-8780 Benjamin.bryant@dc.gov

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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
Christopher Shorter, Director **Department of Public Works (KT)** 2000 14th Street, NW 6th Floor Washington, DC 20009 (202) 673-6812 (o) (202) 671-0642 (f) **Labor Liaison:** Gail Heath 2000 14th St NW, 3rd Floor, Washington, DC Telephone: 202-671-2400 Facsimile: 202-888-6450 Direct #: 202-671-1584 gail.heath@dc.gov	Barry Carey, President **AFSCME Local 2091** (202) 561-0174 (o) (202) 561-0176 (f) barry.carey@yahoo.com Andrew Washington, Executive Director **District Council 20 AFSCME** 100 M Street, SE Suite 250, Washington DC 20003 202-733-3752; awashington@districtcouncil20.org Chastity McIntosh-Wright, Administrative Aide **District Council 20 AFSCME** 202-733-3752; cmcintosh@districtcouncil20.org Barbara Milton, President **AFGE Locals 631 and 3871** P.O. Box 54585 Washington DC 20032 (202) 236-0500 (o) (202)396-5408 (f) bmilton@dcwasa.com Gina Walton, President **AFGE Local 1975** 95 M Street, SW 2nd Floor Union Office Washington, DC 20024 (202) 729-7146 (O) (443) 787-9214 (c) afge1975dmv@yahoo.com Benjamin Bryant, President **AFGE Local 1403** 441 4th Street, NW 6th Floor Washington DC 20001 (202) 724-6652 (O) 856-651-8780 Benjamin.bryant@dc.gov

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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
Jed Ross, Chief Risk Officer **Office of Risk Management (RK)** 441 4th Street, NW, Suite 800 Washington, DC 20001 (202) 727-8600 (o) (202) 727-8319 (f) Jed.Ross@dc.gov **Labor Liaison:** Susana Suarez 441 4th Street, NW Suite 510 South, Washington, DC 20001 Main #: 202-727-8600 Direct #: 202-737-3475 Susana.suarez@dc.gov	Wayne L. Enoch, President, **AFSCME Local 2401** (202) 724-5029 (o) (202) 585-0325(f) (202) 365-0127 (c) Wayne.enoch@dc.gov Andrew Washington, Executive Director **District Council 20 AFSCME** 100 M Street, SE Suite 250, Washington DC 20003 202-733-3752; awashington@districtcouncil20.org Chastity McIntosh-Wright, Administrative Aide **District Council 20 AFSCME** 202-733-3752 cmcintosh@districtcouncil20.org Benjamin Bryant, President **AFGE Local 1403** 441 4th Street, NW 6th Floor Washington DC 20001 (202) 724-6652 (O) 856-651-8780 Benjamin.bryant@dc.gov

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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
Hanseul Kang, State Superintendent of Education **Office of the State Superintendent of Education (GD) (GO/OSSE-DOT)** 810 First Street, NE – 9th Floor Washington, DC 20002 (202) 727-6436 (202) 727-2019 (f) Hanseul.Kang@dc.gov **Labor Liaison:** Quiyana Hall (202) 535-1757 (f) (202) 727-2019 Quiyana.Hall@dc.gov	Robert H. Alston, Jr., President **AFSCME 2921** 100 M Street, SE Suite 250, Washington DC 20003 (202) 525-8876 Robert.alston68@gmail.com Chiquita Paige, **Recording Secretary** 202/702-3122 Kelvin Page, Vice President 202-903-7406 kpage570@gmail.com John Gibson, President **Teamsters Union Local 639** 3100 Ames Place, N.E., Washington, D.C. 20018 Contact: Shelly Kidd (202) 636-8170 tlocal639@aol.com Miranda D. Gillis, President **AFGE Local 2725 President (Council 211)** P.O. Box 75960, Washington, DC 20013 (202) 842-4540 (o) (202) 289-4190 (f) mgillis@afge2725.com Mabel Grant-Allen – Administrative Assistant **AFGE 2725 President (Council 211)** (202) 842-4540 (o) (202) 289-4190 (f) mallen@afge2725.com Wayne Enoch, President, **AFSCME Local 2401** 100 M Street, SE Suite 250, Washington DC 20003 (202) 570-3136 (c) wayne.enoch@dc.gov Corey Upchurch, President , **AFSCME Local 1959** 100 M Street, SE Suite 25, Washington DC 20003 202-641-8169 (o) cupchurch1915@gmail.com Benjamin Bryant, President **AFGE Local 1403** 441 4th Street, NW 6th Floor Washington DC 20001 (202) 724-6652 (O) 856-651-8780 Benjamin.bryant@dc.gov

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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
Jeff Marootian, Director **Department of Transportation (KA)** 55 M Street, SE, Suite 400 Washington, DC 20003 (202) 671-4097 (o) (202) 671-1852 (f) Jeff.marootian@dc.gov **Labor Liaison**: Nana Bailey 55 M St SE, Ste. 727, WDS 20003 202-673-6593 desk 202-422-8003 mobile nana.bailey@dc.gov	Gina Walton, President, **AFGE Local 1975** 95 M Street, SW 2nd Floor Union Office Washington, DC 20003 (443) 787-9214 (c) (202) 729-7146 afge1975dmv@yahoo.com Debra Walker**, President** **AFSCME Local 709** DC Crossing Guards 100 M Street, SE Suite 250, Washington DC 20003 Dcwalk12@gmail.com Chastity McIntosh-Wright, Administrative Aide **District Council 20 AFSCME** 100 M Street, SE Suite 250, Washington DC 20003 202-733-3752 cmcintosh@districtcouncil20.org Benjamin Bryant, President **AFGE Local 1403** 441 4th Street, NW 6th Floor Washington DC 20001 (202) 724-6652 (O) 856-651-8780 Benjamin.bryant@dc.gov

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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
Karima Holmes, Director **Office of Unified Communications (UC)** 2720 Martin Luther King Jr. Avenue, SE Washington, DC 20032 **(202) 730-0503** (202) 730-0513 karima.holmes@dc.gov **Labor Liaison**: Yvonne McManus (202) 724-7082 Yvonne.mcmanus@dc.gov	Timothy Traylor **NAGE** National Representative| District of Columbia Washington Regional Office 901 North Pitt Street, Suite 100 Alexandria, VA 22314 Office: 703.519.0300|Fax: 703.519.0311 ttraylor@nage.org www.nagefederal.org/dc_government Debbie Knox – President **NAGE R3-07** Office of Unified Communications 2720 Martin Luther King Ave, SE 2720 Martin Luther King Ave, SE, Washington, DC 20032 202-374-7249 Debbie.Knox@dc.gov

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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
Clinton Lacey, Director **Department of Youth Rehabilitation Services (JZ)** 450 H Street, N.W. Washington, DC 20001 (202) 576-8175 (o) (202) 727-9934 (f) clinton.lacey@dc.gov **Labor Liaison:** Trey Stanback (202) 299 5005 (o) Trey.stanback@dc.gov **General Counsel**: Lindsey Appiah 1000 Mt. Olivet NE Washington, DC 20002 (202) 299-5673 (o) lindsey.appiah@dc.gov	Gloria Jones, Chair **DC Nurses Association (Comp 13)** 1905 E Street, S.E. Bldg. 14 Washington DC 20003 (240) 494- 4986 Ed Smith, Esq., Executive Director, **DCNA** 5100 Wisconsin Avenue, NW Suite 306 Washington, DC 20016 (202) 244-2705 (o) (202) 362-8285 (f) (202) 425-8011 (c) esmith@dcna.org Wala Blegay – Staff Attorney – No admin assistant **DCNA** 5100 Wisconsin Avenue, NW Suite 306 Washington, DC 20016 (202) 244-2705 (o) (202) 362-8285 (f) (202) 425-8011 (c) WBlegay@dcna.org Andre Phillips, Chairperson **Fraternal Order of Police/DYRS/LC)** 1000 Mount Olivet Road Washington, DC 20002 202-290-0088 Andre.phillips@dc.gov Tanisha Barnes, President, **AFSCME Local 2092** 100 M Street, SE Suite 250, Washington DC 20003 (202) 847-9088 (202) 248-2075 (c) Tanisha.barnes@dc.gov Chastity McIntosh-Wright, Administrative Aide **District Council 20 AFSCME** 100 M Street, SE Suite 250, Washington DC 20003 202-733-3752 cmcintosh@districtcouncil20.org Beth McBride, President, **AFGE Local 383** P.O. Box 34296, Washington, DC 20043 202-802-8500 (w) grassrootsjustice16@gmail.com Benjamin Bryant, President **AFGE Local 1403** 441 4th Street, NW 6th Floor Washington DC 20001 (202) 724-6652 (O) 856-651-8780 Benjamin.bryant@dc.gov

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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
INDEPENDENT AGENCIES	
Jeffrey S. DeWitt, Chief Financial Officer **Office of the Chief Financial Officer (AT)** 1350 Pennsylvania Avenue, Room 209 Washington, DC 20004 (202) 727-2476 (o) (202) 727-1643 jeffrey.dewitt@dc.gov **Labor Liaison:** LaSharn Moreland, Executive Director Office of Human Resources Office of the Chief Financial Officer 1101 4th Street SW, Suite W220 Washington, DC 20024 Tel (202) 442-6523 Fax (202) 442-6413 Lasharn.moreland@dc.gov	Robert Hollingsworth, President **AFSCME Local 2776** Office of Tax and Revenue 100 M Street, SE Suite 250, Washington DC 20003 202-442-6913 (o) 202-302-6300 (c) 202-442-6888 (Fax) unionmem54@gmail.com Chastity McIntosh-Wright, Administrative Aide **District Council 20 AFSCME** 100 M Street, SE Suite 250, Washington DC 20003 202-733-3752 cmcintosh@districtcouncil20.org
Tyrone Garrett, Executive Director **DC Housing Authority (DB)** 1133 North Capitol Street, NE Washington, DC 20002 (202) 535-1500 (o) tyrone.garrett@ **Labor Liaison**: Ronnie Thaxton (202) 535-2865 (o) (202) 535-1375(f) rthaxton@dchousing.org	Miranda D. Gillis, President **AFGE 2725 President (Council 211)** P.O. Box 75960 Washington, DC 20013 (202) 842-4540 (o) (202) 289-4190 (f) mgillis@afge2725.com Mabel Grant-Allen – Administrative Assistant **AFGE 2725 President (Council 211)** P.O. Box 75960 Washington, DC 20013 (202) 842-4540 (o) (202) 289-4190 (f) mallen@afge2725.com

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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
Richard Reyes-Gavilan, Executive Director **DC Public Libraries (CE)** 901 G Street, NW Suite 400 Washington, DC 20001 (202) 727-1101 (o) (202) 727-1129 (f) Richard.Reyes-Gavilan@dc.gov **Labor Liaison**: Barbara Kirven (202) 727-5275 (o) (202) 727-0755 (f) barbara.kirven@dc.gov	Portia Oliver, President **AFSCME Local 1808** 901 G Street, NW Washington, DC 20001 (202) 727-1275 (w) (202) 294-1314 (202) 234-6505 Ext. 134 portia.oliver@dc.gov Chastity McIntosh-Wright, Administrative Aide **District Council 20 AFSCME** 100 M Street, SE Suite 250, Washington DC 20003 202-733-3752 cmcintosh@districtcouncil20.org Darrin Roach, President **AFSCME Local 877** 100 M Street, SE, Suite 250 (202) 359-2908 (o) (202)727-4792 (fax) Darrin.roach@dc.gov Beth McBride, President **AFGE Local 383** P.O. Box 34296 Washington, DC 20043 (202) 802-8500 (w) grassrootsjustice16@gmail.com

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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
Greer Johnson Gillis, Executive Director **Public Service Commission (DH)** 1333 H Street, NW 7th Floor Washington, DC 20005 202-626-5143 **Labor Liaison**: Richard Beverly, General Counsel **Public Service Commission** 1333 H Street, NW 7th Floor Washington, DC 20005 (202) 626-5144 (o) (202) 393-6769 (f) RBeverly@psc.dc.gov	Benjamin Bryant, President **AFGE Local 1403** 441 4th Street, NW 6th Floor Washington DC 20001 (202) 724-6652 (O) 856-651-8780 Benjamin.bryant@dc.gov Robert Hollingsworth, President **AFSCME Local 2776** Office of Tax and Revenue 100 M Street, SE Suite 250, Washington DC 20003 202-442-6913 (o) 202-302-6300 (c) 202-442-6888 (Fax) unionmem54@gmail.com
Ronald Mason, Jr., J.D., President **University of the District of Columbia (GF)** 4200 Connecticut Ave., NW Room 301 A Washington, DC 20008 (202) 274-5100 (o) (202) 727-6703 (f) president@udc.edu **Labor Liaison(s)**: 4200 Connecticut Avenue, NW Building 39, 2nd Floor Washington, DC 20008 (202) 274-5020 (o) Patricia Cornwell Johnson, VP of Human Resources (202) 658-8677 (o) (202) 274-6300 (f) patricia.johnson3@udc.edu Katharine (Trina) R. Bruce, HR Specialist (202) 274-5452 (o) (202) 274-6300 (f) katharine.bruce@udc.edu	Laverne Jones, President **AFSCME Local 2087** P.O. Box 4863 Washington DC 20008 (202) 274-7151 (w) (202) 274-7117 (f) (202) 841-6722 (c) Local2087@aol.com or local2087@udc.edu Chastity McIntosh-Wright, Administrative Aide **District Council 20 AFSCME** 100 M Street, SE Suite 250, Washington DC 20003 202-733-3752 cmcintosh@districtcouncil20.org Dr. El-Khawas, President **UDC Faculty Association (UDCFA/ANEA)** 4200 Connecticut Avenue, NW Intelstat Building, 6P-16 Washington DC 20008 (202) 274-7108 (o) (202) 274-7109 (f) melkhawas@udc.edu

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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
George S. Hawkins, General Manager **Water & Sewer Authority** 5000 Overlook Avenue, SW Washington, DC 20032 202-787-2609 (o) 202-787-2333 (f) George.hawkins@dcwater.com **Labor Liaison:** Denise Mitchell **Denise.Mitchell@dcwater.com**	Michelle Hunter, **President** **NAGE R3-06** 5000 Overlook Ave., SW 4th floor Washington, DC 20032 Cell phone - 202.510.0077 Michelle_hunter@dcwater.com Barbara Milton, President, **AFGE Locals 631/3871** P.O. Box 54585 Washington DC 20032 (202) 236-0500 (o) (202) 396-5408 (f) Bmilton@dcwasa.com Barry Carey, President, **AFSCME Local 2091** 100 M Street, SE Suite 250, Washington DC 20003 (202) 561-0174 (W) (202) 561-0176 (f) (202) 234-6506 Ext. 114 barry.carey@yahoo.com Chastity McIntosh-Wright, Administrative Aide **District Council 20 AFSCME** 100 M Street, SE Suite 250, Washington DC 20003 202-733-3752 cmcintosh@districtcouncil20.org

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DC GOVERNMENT AGENCY	LABOR ORGANIZATION
	Metropolitan Washington Council, AFL-CIO Carlos Jiminez, Executive Director Jackie Jeter, President Main: 202/974-8150 Director's office: 202/974-8151 202/974-8154 Twitter: @dclabor Facebook: Metro Washington Council AFL-CIO jackiejeter@atulocal689.org Chris Garlock, Communications Director Cell phone: 202/744-2885 rpowell@dclabor.org fax: 202/974-8152

Negotiations Master

Agency	*Union*	*Comp Unit*	*Length of Compensation CBA*	*Negotiations Status of Compensation CBA*	*Stated Exp. Date of Compensation CBA*	*Working Conditions CBA*	*Length of Working Conditions CBA*
Various - See Below	Various - AFSCME, AFGE, FOP, NAGE, 1199 SEIU, 1199 NUHHCE	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	Various - See Below	Various - See Below
CFSA, DDS, DHCF, DOH, DYRS, DHS, OCME, DOC, FEMS	DCNA	Comp Unit 13	10/01/17 - 9/30/2020	Pending Bargaining	9/30/2020	DCNA and the District	FY 2018 - FY 2020
DPR, DHS, DOES, DOH, MPD, DGS	AFGE 383, 1000, 2737, 2725, 2741, 2978, 3444	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFGE Master	Through 09/30/95
OAG and Various Agencies	AFGE 1403	Compensation Unit 33	10-01-17 - 9/30/20	In Negotiations	9/30/2020	AFGE 1403 CBA with OAG and District	10-01-17 - 9/30/20
ABRA	AFSCME 2743	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFSCME Master	FY 2007 - FY 2010
CFSA	AFSCME 2401	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFSCME Master	FY 2007 - FY 2010
DBH	Psychologists NUHHCE 1199, AFSCME Chapter 3758	Compensation Unit 3758	04/01/13 - 09/30/17	Finalizing CBA for submission to Council. Awaiting FIS from OCFO	9/30/2017		DBH negotiates Working Conditions CBA independently
DBH	1199 SEIU - Social Workers	Compensation Units 1 and 2	10/01/2017- 09/30/2021	MOA signed - Will be on CU 1 salaries on 1/19/2020. Transition will	9/30/2021		DBH negotiates Working Conditions CBA independently
DBH	Washington Area Metal Trades Council	Compensation Unit WAMTC	10/1/17 - 9/30/20	In effect. Pending Bargaining	9/30/2020		DBH negotiates Working Conditions CBA independently of OLRCB
DBH	DCNA	Compensation Unit 13(B) - DBH Nurses only	Effective until 9/30/20	In effect. Pending Bargaining	9/30/2020		DBH negotiates Working Conditions CBA independently of OLRCB
DBH	Committee of Interns & Residents	Comp Unit 29	10/01/16 - 09/30/19	In effect. Pending Bargaining	9/30/2019		DBH negotiates Working Conditions CBA independently of OLRCB

Negotiations Master

Agency	*Union*	*Comp Unit*	*Length of Compensation CBA*	*Negotiations Status of Compensation CBA*	*Stated Exp. Date of Compensation CBA*	*Working Conditions CBA*	*Length of Working Conditions CBA*
DBH	Doctors' Council	Compensation Unit 19 (B)	10/01/16 - 9/30/20	In effect. Pending Bargaining	9/30/2020		DBH negotiates Working Conditions CBA independently of OLRCB
DBH	AFGE 383, NUHHCE 2095	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021		DBH negotiates Working Conditions CBA independently of OLRCB
DCPL	AFGE 383	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	DCPL & AFGE 383	Through 9/30/1990
DCPL	AFSCME Locals 877, 1808	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	DCPL & AFSCME DC 20, Locals 877 and 1808	Through 9/30/2000
DCPS, OSSE, DGS	AFSCME 2921	Compensation Unit (2921)	10/01/13 - 09/30/17	Interest Arbitration Award issued 12/6/2019. Finalizing Agreement for submission to Council shortly. Awaiting FIS for Agreement for FY18-FY21	9/30/2017	AFSCME 2921 - Compensation and Working Conditions CBA	10/01/13 - 09/30/17
DCPS	Council of School Officers	Compensation Unit 6 & 17	10/01/17 - 9/30/20	Pending Bargaining	9/30/2020	Council of School Officers - Compensation and Working Conditions CBA	10/1/17 - 9/30/20
DCPS	Teamsters 639	DCPS-Teamsters 639	10/1/17 - 9/30/20	Pending Bargaining	9/30/2020	DCPS-Teamsters 639	10/1/17 - 9/30/20

Negotiations Master

Agency	*Union*	*Comp Unit*	*Length of Compensation CBA*	*Negotiations Status of Compensation CBA*	*Stated Exp. Date of Compensation CBA*	*Working Conditions CBA*	*Length of Working Conditions CBA*
DCPS	WTU 6	Compensation Unit 5 & 16	10/01/16 - 09/30/19	In Negotiations	9/30/2019	WTU 6 - Compensation and Working Conditions CBA	10/01/16 - 09/30/19
DCPS	AFSCME 2401	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFSCME Master	FY 2007 - FY 2010
DCRA, DOEE, DOH	AFGE 2725	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	DCRA & AFGE 2725	Through 9/30/1990
DDOT	AFGE 1975	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	District & AFGE 1975	11/20/07 - 09/30/10
DDOT	AFSCME 709	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	MPD & AFSCME DC 20, LU 709; School Crossing Guards	01/01/02 - 12/31/05.
DDS	AFGE 383	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFGE Master	Through 9/30/95.
DDS	AFSCME 2401	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFSCME Master	FY 2007 - FY 2010
DFS	NAGE R3-05	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	MPD & NAGE	3/08/07 - 09/30/10
DGS	Teamsters 639 & 730	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	DGS & Teamsters 639 & 730 (Wage Grade employees)	04/01/13 - 9/30/17
DGS	AFGE 631/3871	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFGE 631 with District Government	Through 9/30/13
DGS	AFGE 2741	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFGE Master	Through 09/30/95
DGS	FOP/PSDLC	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	DGS & FOP/PSDLC	10/01/16 - 09/30/20

Negotiations Master

Agency	*Union*	*Comp Unit*	*Length of Compensation CBA*	*Negotiations Status of Compensation CBA*	*Stated Exp. Date of Compensation CBA*	*Working Conditions CBA*	*Length of Working Conditions CBA*
DGS	AFSCME 2091	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFSCME Master	FY 2007 - FY 2010
DHCD	AFGE 2725	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFGE & DHCD	Through 09/30/90
DHCF	AFSCME 2401	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFSCME Master	FY 2007 - FY 2010
DHS	AFSCME 2401	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFSCME Master	FY 2007 - FY 2010
DHS	AFSCME 2092	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2017	AFSCME Master	FY 2007 - FY 2010
DISB	AFSCME 2743	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2017	AFSCME Master	FY 2007 - FY 2010
DOC	FOP/DOCLC	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2017	DOC & FOP/DOCLC	FY16 - FY20
DOEE	AFGE 631/3871	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2017	AFGE 631 with District Government	Through 9/30/13
DOEE	AFGE 2725	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2017	DCRA & AFGE 2725	Through 9/30/1990
DOEE	AFGE 2978	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2017	DHS & AFGE 2978	FY88 - FY90
DOES	AFGE Local 1000	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2017	DOES & AFGE 1000	FY95 - FY98
DOH	SEIU 1199	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2017	DOH & 1199 SEIU	Through 9/30/2020
DOH	AFGE 2978	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2017	DHS & AFGE 2978	FY88 - FY90
DOH	AFGE 2725	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2017	DCRA & AFGE 2725	Through 9/30/1990
DHS, DOH	AFGE 383/2737	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2017	AFGE Master	Through 09/30/95

Negotiations Master

Agency	*Union*	*Comp Unit*	*Length of Compensation CBA*	*Negotiations Status of Compensation CBA*	*Stated Exp. Date of Compensation CBA*	*Working Conditions CBA*	*Length of Working Conditions CBA*
DHS, DOH, DYRS, OCME	Doctors' Council	Compensation Unit 19	10/01/2017-9/30/2020	Pending Bargaining	9/30/2020	District & Doctors Council	Through 9/30/09
DPR, DOES, DHS, DOH, MPD, DGS	AFGE 383, 1000, 2737, 2725, 2741, 2978, 3406, 3444	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFGE Master	Through 09/30/95
DYRS	FOP/DYRSLC	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	DYRS & FOP DYRS LC	Effective through 9/30/20
DYRS	AFGE 383	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFGE Master	Through 09/30/95
DYRS	AFSCME 2092	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFSCME Master	FY 2007 - FY 2010
DPR	AFGE 2741	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFGE Master	Through 09/30/95
DPW	AFGE 631	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	District &AFGE 631	Through 9/30/13
DPW, DDOT, DMV, DFHV	AFGE 1975	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	District & AFGE 1975	11/20/07 - 09/30/10

Negotiations Master

Agency	*Union*	*Comp Unit*	*Length of Compensation CBA*	*Negotiations Status of Compensation CBA*	*Stated Exp. Date of Compensation CBA*	*Working Conditions CBA*	*Length of Working Conditions CBA*
DPW, DGS, OCP at DDOT, DOEE, Planning, Zoning	AFGE 631/3871	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	District &AFGE 631	05/13/10 - 09/30/13
FEMSD	AFGE 3721	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	FEMS&AFGE 3721	Through 09/30/90
FEMSD	IAFF 36	Compensation Unit 4	10/01/14 - 09/30/20	In Negotiations	9/30/2020	FEMS&IAFF36 - Comp Unit 4	10/01/14 - 09/30/20
HSEMA	NAGE R3-08	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	HSEMA & NAGE R3-08	10/01/14 - 09/30/17
MPD	NAGE R3-05	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	MPD & NAGE	Through 09/30/10
MPD	FOP/MPDLC	Compensation Unit 3	10/1/17 - 9/30/2020	Pending Bargaining	9/30/2020	MPD & FOPMPDLC	MPD negotiates the successor agreement
MPD	AFGE 3444	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2017	AFGE Master	Through 09/30/95
OAH	AFSCME 2776	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2017	AFSCME Master	FY 2007- FY 2010
OAH	FALJ-DC	Comp Unit 35	10-01-15 - 9/30/19	In Negotiations	9/30/2019	FALJ-DC & OAH	10-01-15 - 9/30/19
OAG and Various Agencies	AFSCME 2401	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFSCME Master	FY 2007 - FY 2010
OAG and Various Agencies	AFGE 1403	Compensation Unit 33	10-01-17 - 9/30/20	In Negotiations	9/30/2020	AFGE 1403 CBA with OAG and	10-01-17 - 9/30/20
OCFO	AFSCME 2776	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFSCME Master	FY 2007 - FY 2010

Negotiations Master

Agency	*Union*	*Comp Unit*	*Length of Compensation CBA*	*Negotiations Status of Compensation CBA*	*Stated Exp. Date of Compensation CBA*	*Working Conditions CBA*	*Length of Working Conditions CBA*
OCFO	AFSCME 1200	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFSCME Master	FY 2007 - FY 2010
OCME	1199 NUHHCE, AFSCME	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	1199 NUHHCE, AFSCME & OCME	4/28/04-5/30/07
OCP	AFSCME 2401	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFSCME Master	FY 2007 - FY 2010
OCP (at DDOT)	AFGE 631	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFGE 631 with District Government	Through 9/30/13
OCTFME	AFSCME 2091	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFSCME Master	FY 2007 - FY 2010
OHR	AFSCME 2401	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFSCME Master	FY 2007 - FY 2010
Office of Planning	AFGE 631/3871	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	District &AFGE 631	Through 9/30/13
ORM	AFSCME 2401	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFSCME Master	FY 2007 - FY 2010
OSSE	AFSCME 1959	OSSE - AFSCME 1959	10/01/17 - 09/30/20	Pending Bargaining	9/30/2020	OSSE-AFSCME 1959	10/01/18 - 09/30/19
OSSE	Teamsters 639	OSSE - Teamsters 639	10/01/16 - 09/30/20	Pending Bargaining	9/30/2020	OSSE DOT & Teamsters 639	10/01/16 - 09/30/20
OUC	NAGE R3-07	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	OUC & NAGE R3-07	10/01/15 - 09/30/17

Negotiations Master

Agency	*Union*	*Comp Unit*	*Length of Compensation CBA*	*Negotiations Status of Compensation CBA*	*Stated Exp. Date of Compensation CBA*	*Working Conditions CBA*	*Length of Working Conditions CBA*
PSC	AFGE 1403	Compensation Unit 34	PSC bargains independently of OLRCB	PSC bargains independent of OLRCB	PSC bargains independent of OLRCB		PSC bargains independently of OLRCB
PSC	AFSCME 2776	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021		PSC bargains independently of OLRCB
Office of Zoning	AFGE 631/3871	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	AFGE 631 with District Government	Through 9/30/13
UDC	AFSCME 2087	Compensation Units 1 and 2	10/01/2017- 09/30/2021	Completed	9/30/2021	UDC & AFSCME District Council 20, Local 2087	UDC bargains WC CBA independently of OLRCB

Negotiations Master

Negotiation Status of Working Conditions CBA	*# of Employees*	Comments
Various - See Below	10,173	
Completed	87	
In effect. Proposals exchanged; pending bargaining	1,433	
In Negotiations	328	
In effect. AFSCME Master - pending bargaining	37	
In effect. AFSCME Master - pending bargaining	546	
DBH negotiates Working Conditions CBA independently of OLRCB	31	
DBH negotiates Working Conditions CBA independently of OLRCB	72	
DBH negotiates Working Conditions CBA independently of OLRCB	20	
DBH negotiates Working Conditions CBA independently of OLRCB	211	
DBH negotiates Working Conditions CBA independently of OLRCB	39	

Negotiations Master

Negotiation Status of Working Conditions CBA	*# of Employees*	Comments
DBH negotiates Working Conditions CBA independently of OLRCB	50	
DBH negotiates Working Conditions CBA independently of OLRCB	571	
In effect. Proposals exchanged; pending bargaining	20	
In effect. AFSCME Master - pending bargaining	383	
Finalizing Agreement for submission to Council for its information, which will be effective through FY 2021	1,550	
In effect. Pending Bargaining	855	
In effect. Pending Bargaining	531	

Negotiations Master

Negotiation Status of Working Conditions CBA	*# of Employees*	Comments
In Negotiations	4,820	
In effect. AFSCME Master - pending bargaining	10	
In effect. AFGE Local 2725 is moving to AFGE Master Coalition - pending	502	
In effect. Bargaining Pending - Tentative Agreement Not Ratified by	477	
In effect. AFSCME Master - pending bargaining	211	
In effect. Proposals exchanged; pending bargaining	149	
In effect. AFSCME Master - pending bargaining	127	
At Impasse Interest Arbitration	103	
In effect.	171	
In effect.	67	
AFGE MASTER/Coalition - pending bargaining	69	
Completed	60	

Negotiations Master

Negotiation Status of Working Conditions CBA	*# of Employees*	Comments
In AFSCME Master - pending bargaining	31	
AFGE Local 2725 is moving to AFGE Master agreement - pending	86	
In AFSCME Master - pending bargaining	117	
In AFSCME Master - pending bargaining	818	
In AFSCME Master - pending bargaining	3	
In AFSCME Master - pending bargaining	72	
In effect. Pending bargaining.	941	
In effect.	43	
AFGE Local 2725 is moving to AFGE Master agreement - pending	180	
AFGE Local 2978 is moving to AFGE Master agreement - pending	8	
AFGE Local 1000 is moving to AFGE Master agreement - pending	356	
Completed	16	
AFGE Local 2978 is moving to AFGE Master agreement - pending	179	
AFGE Local 2725 is moving to AFGE Master agreement - pending	134	June 30, 2018 - Date for Exchange for AFGE Master proposals
AFGE MASTER/Coalition - pending bargaining	11	June 30, 2018 - Date for Exchange for AFGE Master proposals

Negotiations Master

Negotiation Status of Working Conditions CBA	*# of Employees*	Comments
In effect.	6	First Session with Devki Virk scheduled for May 10, 2018
AFGE MASTER/Coalition - pending bargaining	1,433	June 30, 2018 - Date for Exchange for AFGE Master proposals
Interest Arbitration Award issued. New WC Agreement approved by Mayor on 4/2/2019.	252	Interest Arbitration held April 25, 2018
AFGE MASTER/Coalition - pending bargaining	56	June 30, 2018 - Date for Exchange for AFGE Master proposals
In AFSCME Master - pending bargaining	30	Will begin after Compensation Negotiations with AFSCME 1959 & 2921 resolved
AFGE MASTER/Coalition - pending bargaining	404	June 30, 2018 - Date for Exchange for AFGE Master proposals
In effect.	94	
Bargaining Pending - Tentative Agreement Not Ratified by the Union;	980	Bargaining Pending - Tentative Agreement Not Ratified by the Union;

Negotiations Master

Negotiation Status of Working Conditions CBA	*# of Employees*	Comments
In effect.	277	
In Negotiations	132	
In Negotiations	1,721	
MOU signed extending WC CBA through 9/30/2020	69	
MPD negotiates the successor agreement	481	
MPD negotiates the successor agreement	3,608	
In effect. AFGE MASTER/Coalition -	24	June 30, 2018 - Date for Exchange for AFGE Master
Will be under AFSCME Master - pending bargaining	25	
In Negotiations	31	
In AFSCME Master - pending bargaining	269	Will begin after Compensation Negotiations with AFSCME 1959 & 2921 resolved
In Negotiations	328	
In AFSCME Master - pending bargaining	377	Will begin after Compensation Negotiations with AFSCME 1959 & 2921 resolved

Negotiations Master

Negotiation Status of Working Conditions CBA	*# of Employees*	Comments
In AFSCME Master - pending bargaining	88	Will begin after Compensation Negotiations with AFSCME 1959 & 2921 resolved
In AFSCME Master - pending bargaining	11	Will begin after Compensation Negotiations with AFSCME 1959 & 2921 resolved
In AFSCME Master - pending bargaining	100	Will begin after Compensation Negotiations with AFSCME 1959 & 2921 resolved
In effect.	8	
In AFSCME Master - pending bargaining	20	Will begin after Compensation Negotiations with AFSCME 1959 & 2921 resolved
In AFSCME Master - pending bargaining	5	Will begin after Compensation Negotiations with AFSCME 1959 & 2921 resolved
In effect.	52	
In AFSCME Master - pending bargaining	13	Will begin after Compensation Negotiations with AFSCME 1959 & 2921 resolved
Pending Bargaining	1,127	
Pending Bargaining	110	
MOU signed extending WC CBA through 9/30/2020	300	

Negotiations Master

Negotiation Status of Working Conditions CBA	*# of Employees*	Comments
PSC bargains independently of OLRCB	PSC bargains	
PSC bargains independently of OLRCB	PSC bargains	
In effect.	13	
UDC bargains WC CBA independently of OLRCB	179	

Dues Forms Processed					
	FY 2018	FY 2019	FY 2020	TOTAL	
Hard Copy	5790	3248	525	9563	
ESS*		1646	34	1680	
totals	5790	4894	559	11243	

Dues Forms processed

	FY 2018	FY 2019	FY 2020	TOTAL
Hard Copy	5790	3248	525	
ESS*		1646	34	
totals	5790	4894	559	11243

* Electronic dues sign up in PPS began in March 2019.

Q39.b. Note: Dues forms are not processed if transmitted by fax. Only forms with original signatures of en

Q39.c. Currently AFSCME, District Council 20, one of DC's largest unions, NAGE and IAFF employees have th

processing begins with OLRCB confirmation that the forms are correctly and completely filled out. OLRCB has approximately two weeks to perform this function. The forms are hand delivered to Payroll, which has up to two payperiods to activate the dues deduction in the individual's PPS profile when pay is

ıe access to sign up for union membership in PPS. However, as other unions incorporate this feature int

:o their process, they simply need only to direct their request to OLRCB.

Unfair Labor Practice Filed Against Agencies

No.	Date	Case Number	Description	Parties	Case Status
1	10/12/2018	Perb 19-U-01	Unfair Labor Practice Complaint	MONICA MARTINEZ VS DISTRICT OF COLUMBIA PUBLIC SCHOOLS	Still Active
2	10/25/2018	Perb 19-U-02	Unfair Labor Practice Complaint	AFGE, LOCAL 383 V. DEPARTMENT ON DISABILITY SERVICES	Case Withdrawn
3	11/28/2018	Perb 19-U-04	Unfair Labor Practice Complaint	AFGE 2741 V. DPR	Voluntary Dismissal
4	12/7/2018	Perb 19-U-05	Standard Of Conduct Complaint	ANDEBRHAN BERHE V. D.C. PUBLIC SCHOOL	Unfair Labor Practice Complaint Is Dismissed
5	1/3/2019	Perb 19-U-06	Unfair Labor Practice Complaint	DCPS V. CSO	Still Active
6	5/22/2019	Perb 19-U-09	Unfair Labor Practice Complaint	WASHINGTON TEACHERS' UNION VS DCPS	Voluntary Dismissal
7	5/24/2019	Perb 19-U-10	Unfair Labor Practice Complaint	DCPS VS. WTU	Still Active
8	6/4/2019	Perb 19-U-12	Unfair Labor Practice Complaint	DCPS VS. WTU	Still Active
9	6/7/2019	Perb 19-U-13	Unfair Labor Practices Complaint And Motion For Preliminary Relief	FOP/DOCLC V. AFGE TYRONE JENKINS, WILLIAM LYONS	Still Active
10	7/3/2019	Perb 19-U-14	unfair Labor Practice Complaint	AFGE 1403 V. MOLC AND DCRA	Still Active
11	6/26/2019	Perb 19-U-15	Unfair Labor Practice Complaint	AFSCME 1959 V. OSSE	Still Active
12	8/6/2019	Perb 19-U-18	Unfair Labor Practice Complaint	AFGE 383 V. DDS	Voluntary Dismissal
13	8/20/2019	Perb 19-U-21	Unfair Laobor Practice Complaint	AFSCME D20 V. OLRC	Still Active
14	9/17/2019	Perb 19-U-22	Unfair Laobor Practice Complaint	DCNA V. DYRS	Still Active
15	10/24/2019	Perb 20-U-01	Union's Unfair Labor Practice Complaint	AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO LOCAL 631 V. D.C. OFFICE OF LABOR RELATIONS AND COLLECTIVE	Still Active
16	11/19/2019	Perb 20-U-02	Unfair Labor Practice Complaint	AFGE LOCAL 2978 V. DEPARTMENT OF HEALTH	Still Active
17	11/19/2019	Perb 20-U-03	Unfair Labor Practice Complaint	FRATERNAL ORDER OF POLICE PROTECTIVE SERVICES DIVISION LABOR COMMITTEE VS. DEPARTMENT OF GENERAL SERVICES	Still Active
18	12/9/2019	Perb 20-U-04	Unfair Labor Practice Complaint	D.C. NURSES ASSOCIATION V. DEPARTMENT OF BEHAVIORAL HEALTH	Still Active
19	12/11/2019	Perb 20-U-05	Unfair Labor Practice Complaint	AFSCME, DISTRICT COUNCIL 20, LOCAL 1959 V. OSSE	Still Active
20	12/12/2019	Perb 20-U-06	Unfair Labor Practice Complaint	WASHINGTON TEACHERS' UNION, LOCAL #6, AMERICAN FEDERATION OF TEACHERS, AFL-CIO V. DISTRICT OF COLUMBIA PUBLIC SC	Still Active

Case Number	Agency	Union/Complainant
PERB 18-RC-02	NAGE	OCME
PERB 18-A-19	AFGE 1975	DMV
PERB 18-A-18	AFGE 1975	DMV
PERB 19-UM-01	DBH	SEIU 1199
PERB 18-RC-02	NAGE	OCME
PERB 19-CU-01	DBH	SEIU 1199

Requirement

Unit election directed to occur 12/20/18
Appeal by management denied 1/17/19
Appeal by Union granted 1/17/19
Unit modified in keeping with the Union's petition 3/22/19
Certified election results 3/21/19
Compensation Unit recognized; the parties agreed to transition to and coverage of the Compensation Unit 1 and 2 Agreement to these employees as well as the following timeline –

placement on the Comp 1 schedules in pay period starting January 19, 2020 and ending February 1, 2020, which we confirmed is paid out on February 14, 2020.
The effective date of PARs moving the employees will be July 7, 2019, the beginning of the next pay period after the issuance of the PERB determination.

Multiple agencies - DBH, DCHR, OCTO and OPRS will be involved in calculating, verifying and processing the retro payments for the difference in rates as of the effective date of the transition starting July 7, 2019. As such, the agencies are not able to provide a specific payroll date on which the employees will receive the retro payments.

Compliance verified
List of affected employees provided to PERB;
Notice of Petition being posted

SETTLEMENTS/MOUs/MOAs

Parties	Date of Settlement	Settlement Amount or Agreed Action	Related Case name/type
Teamsters 639 v. DCPS (Calvin Simon)	9/2019	withdrawal of FMCS case; payment of $50,000; conversion of rating; voluntary resignation of grievant.	FMCS 180404-03242
WTU v. DCPS	6/2019	withdrawal of AAA Case/conversion of termination to retirement/restoraration of certain retirement benefits/lump sum payment of $4,451.84	AAA 01-17-0004-8941 SM
WTU v. DCPS	7/2019	Withdrawal of PERB enforcement action case w/prejudice; implementation of awards in PERB and AAA cases. Payment to teachers NTE $7,899,555.00	PERB 19-E-02; PERB 14-U-02; AAA 01-390-00740-08
AFSCME Local 2743 v. DCRA	6/2019	Withdrawal of FMCS case; payment of atty fees ($1,000); payment of arbitration fees; agreement to offer O/T per Comp 1 & 2 agreement	FMCS 180712-06376
WTU v. DCPS (Discharge of Brian Butcher)	7/2019	Withdrawal of AAA case; payment of $16,000; convert termination to resignation; permit grievant to reapply to DCPS.	AAA 01-18-0003-5376 SM
WTU v. DCPS (Contract Interpretation- Mark Otero)	7/2019	Withdrawal of AAA case; convert final IMPACT rating to "No Consequences" for 2016-2017 school year.	AAA 01-18-0002-0679 SM
Teamsters 639 v. DCPS (Zock Williams)	1/2019	Withdrawal of FMCS case; payment of $40,000.	FMCS 170705-02603
FOP/DOCLC v. DOC (Grievance of Harold Jones)	9/2019	Payment of $60,000 to FOP/DOCLC.	DOC # 052118-001
FOP/PSPD v. DGS (Suspension Ricardo Renfroe)	12/2019	Withdrawal of FMCS case; convert suspension to verbal counseling; restoration of 10 days regular pay; $750 payment of attys fees.	FMCS 190807-09810

Teamsters 639 v. DGS (Termination Paul Lawrence)	4/2019	Apply unused sick to as service credit; convert termination to retirement; pay 80 hours of AL; provide appropriate payments for Retirement, FEGLI and FEHB.	FMCS 180427-04085
NAGE R3-05 and DGS (Termination Lawrence Williams)	8/2019	Conversion of termination to retirement; retro payments to life insurance coverage; payment of $196,848.09; removal of all HR references to termination.	FMSC 180419-03830
FOP/DOCLC and DOC	9/2019	extending terms of CBA for 1 year to 9/2020.	
FOP/DOCLC v. DOC (Grievance of Harold Jones)	7/2019	Return of grievant to DOC employment; demotion to Grade 7/10	Settlement Agreement