

Office of Labor Relations & Collective Bargaining

Executive Office of the Mayor

GOVERNMENT OF THE DISTRICT OF COLUMBIA



FY2025 Performance Oversight Pre-Hearing Questions – District of Columbia Office of Labor Relations and Collective Bargaining

I. STANDARD QUESTIONS

1. Please provide a current organizational chart for the agency, including the number of vacant, frozen, and filled positions in each division or subdivision. Include the names and titles of all senior personnel and note the date that the information was collected on the chart.
 - a. Please provide the number of divisions or bureaus within your agency, the number of staff in each division, the lead personnel of each division and their contact information, and the lead personnel's tenure in that division.

Response: Please see attachment labeled Q.1 – Organizational Chart.

The Office of Labor Relations and Collective Bargaining (OLRCB) is organized into three distinct units, each serving a crucial role in fulfilling the agency's mission. The Negotiations and Contracts Unit is led by Supervisory Attorney Michael Kentoff (Michael.Kentoff@dc.gov, 5+ years experience), and the Litigation Unit is led by Supervisory Attorney Kevin Stokes (Kevin.Stokes@dc.gov, 7+ years experience). All nine line Attorney Advisors contribute to both the Negotiations and Contracts Unit and the Litigation Unit, which altogether totals 11 FTEs. Chief of Staff Asha Ault, Esq., (Asha.Ault@dc.gov, 5+ years experience) oversees the Administrative Unit which includes a total of seven employees.

- b. Please provide an explanation of the roles and responsibilities of each division and subdivision.

Response: The Negotiations and Contract Unit negotiates the District government's collective bargaining agreements (CBAs), wherein the framework for wages, benefits, and other terms and conditions of employment for unionized employees is defined. This section additionally undertakes the vital task of training management representatives on the provisions outlined in each CBA relevant to their respective agencies. Furthermore, it oversees the facilitation of "impact and effects" bargaining.

The Litigation Unit initiates, prosecutes, defends, and monitors a diverse array of litigation activities on behalf of agencies under the personnel authority of the Mayor. This encompasses grievance arbitrations, unfair labor practice complaints (ULPs), enforcement actions, and arbitration review requests (ARRs) presented before the Public Employee Relations Board (PERB). Additionally, litigation activities arise from Interest Arbitrations, Negotiability Appeals, and similar actions directly linked to negotiation endeavors conducted by OLRCB.

The Administrative Unit plays a pivotal role in providing overarching support to the agency. It conducts essential research and analysis to fortify management's positions during negotiations. This unit extends training to agencies concerning the labor relations program and the legal obligations stemming from D.C. law and collective bargaining agreements. Furthermore, the Administrative Unit supports the Negotiations and Litigation Units, and offers human resources, contracting and procurement, and other related customer and operational services for the agency.

- c. Please provide a narrative explanation of any changes to the organizational chart made during the previous year.

Response: OLRCB did not make any changes to the organizational chart during the previous year.

2. Please provide a current Schedule A for the agency which identifies each position by program and activity, with the employee's title/position, salary, fringe benefits, residency status, and length of time with the agency. Please note the date that the information was collected. The Schedule A should also indicate if the position is continuing/term/temporary/contract or if it is vacant or frozen. Please separate salary and fringe and indicate whether the position must be filled to comply with federal or local law.

Response: Please see attachment labeled Q.2 – Schedule A.

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

Response: OLRCB does not have detailed employees.

4. Please provide the Committee with:
 - a. A list of all employees who received or retained cellphones, personal digital assistants, or similar communications devices at agency expense in FY24 and Q1 of FY25;

Response: Please see attachment labeled Q.4a&b - Electronic Data List

- b. A list of monthly costs for cell phones, tablets, and laptops;

Response: Please see attachment labeled Q.4a&b - Electronic Data List

- c. A list of all vehicles owned, leased, or otherwise used by the agency and to whom the vehicle is assigned in FY24 and Q1 of FY25;

Response: OLRCB did not own, lease, nor was assigned an agency vehicle.

- d. A list of travel expenses, arranged by employee for FY24 and Q1 of FY25, including the justification for travel; and

Response: Please see attachment labeled Q.4d – Travel List for FY24 and Q1 of FY25

- e. A list of the total workers’ compensation payments paid in FY24 and Q1 of FY25, including the number of employees who received workers’ compensation payments, in what amounts, and for what reasons.

Response: OLRCB did not pay workers’ compensation in FY24 or Q1 of FY25.

- 5. For FY24 and Q1 of FY25, please list all intra-District transfers to or from the agency.

Response: Please see attachment labeled Q.5 – Intra-District Transfers

- 6. For FY24 and Q1 of FY25, please identify any special purpose revenue funds maintained by, used by, or available for use by the agency. For each fund identified, provide:
 - a. The revenue source name and code;
 - b. The source of funding;
 - c. A description of the program that generates the funds;
 - d. The amount of funds generated by each source or program;
 - e. Expenditures of funds, including the purpose of each expenditure; and
 - f. The current fund balance.

Response: In FY24 and Q1 of FY25, OLRCB did not receive any special purpose revenue funds.

- 7. Please list all memoranda of understanding (“MOU”) entered into by your agency during FY24 and Q1 of FY25, as well as any MOU currently in force. For each, indicate the date on which the MOU was entered and the termination date.

Response: Please see attachment labeled Q.7 – FY24 & FY25 MOU List

8. Please provide a table showing your agency's Council-approved original budget, revised budget (after reprogrammings, etc.), and actual spending, by program and activity, for FY22, FY23, FY24 and Q1 of FY25.

- a. For each program and activity, please include total budget and break down the budget by funding source (federal, local, special purpose revenue, or intra-district funds).

Response: Please see attachment labeled Q.8 – Current Year vs Prior Year Budget FY22-25

- b. Include any over- or under-spending. Explain any variances between fiscal year appropriations and actual expenditures for FY24 and Q1 of FY25 for each program and activity code.

Response: Please see attachment labeled Q.8 – Current Year vs Prior Year Budget FY22-25.

In FY24, OLRCB had surplus as follows:

- PS surplus was \$88,126.96 because of a vacant position
- NPS surplus was \$419,284.94 as follows.
 - Office supplies - Surplus \$1,613.28
 - Other services - Surplus \$35,042.88
 - Contractual Service - Surplus \$379,934.88
 - Office Equipment - Surplus \$2,694.54

- c. Attach the cost allocation plans for FY24 and FY25.

Response: Please see attachment labeled Q.8c – Cost Allocation Plans for FY24 & FY25

- d. In FY24 and Q1 of FY25, did the agency have any federal funds that lapsed? If so, please provide a full accounting, including amounts, fund sources (e.g. grant name), and reason the funds were not fully expended.

Response: In FY24 and Q1 of FY25, OLRCB did not receive any federal funds.

9. Please provide as an attachment a chart showing the agency's overall Grants, Contracts, and Reprogramming received during FY24 and Q1 of FY25. Please break down into the following:

- a. Name and amount of federal source of funding agency and program, broken down in percentage (%) and dollar amount (\$);
- b. Name and amount of local source of funding agency and program, broken down in percentage (%) and dollar amount (\$);
- c. Identify whether each funding source is recurring or one-time;

- d. Identify whether the contract was competitively bid or sole-source; and
- e. Indicate the receiving agency and amount of funding for funds moved out of the agency.

Response: Please see attachment labeled Q.9 – Grants, Contracts, and Reprogramming received during FY24 and Q1 of FY25. OLRCB did not receive federal source funding during FY24 and Q1 of FY25.

10. Please provide a copy of the required Small Business Enterprise (SBE) Report for FY25.

Response: Please see attachment labeled Q.10 – Small Business Enterprise (SBE) Report for FY25.

11. Please provide the following information regarding capital projects:

- a. A list of all capital projects in the financial plan.
- b. For FY22, FY23, FY24, and Q1 of FY25 an update on all capital projects under the agency's purview, including a status report on each project, the timeframe for project completion, the amount budgeted, actual dollars spent, and any remaining balances, to date.
- c. An update on all capital projects planned for FY25, FY26, FY27, FY28, and FY29.
- d. A description of whether the capital projects begun, in progress, or concluded in FY21, FY22, FY24, or Q1 of FY25, had an impact on the operating budget of the agency. If so, please provide an accounting of such impact.

Response: In FY22, FY23 FY24, and Q1 of FY25, OLRCB did not have any capital projects, and we have no planned capital projects for FY25 – FY29.

12. Please list all lawsuits pending and resolved, that name the agency as a party, during FY24 and Q1 of FY25. Identify the case name and number, claim and status.

Response: No lawsuits that name the agency as a party are pending or were pending during FY24 and Q1 of FY25. OLRCB was named as a party in a ULP matter, included in the below chart.

Case Number	Case Name	Filing Date	Claim	Status
PERB Case No. 24-U-26	AFSCME District Council	5/9/24	Unfair Labor Practice Complaint	Pending

13. Please describe the agency's procedure for handling allegations of workplace harassment during FY24 and Q1 of FY25. Indicate the following:

- a. Date of offense;
- b. Whether the parties report to the same supervisor;
- c. The findings of substantiation or non-substantiation;

- d. What official action was taken; and
- e. Identify the deciding official in each case.

Response: OLRCB did not have any allegations of workplace harassment in FY24 and Q1 of FY25 and follows Mayor's Order 2023-131.

14. Please describe the agency's handling of sexual harassment claims received during FY24 and Q1 of FY25. Indicate the following:
- a. Date of offense;
 - b. Whether the parties report to the same supervisor;
 - c. The findings of substantiation or non-substantiation;
 - d. What official action was taken;
 - e. Identify the investigating official or Sexual Harassment Officer (SHO) for each claim; and
 - f. The date the report was forwarded to the Mayor's Office of Legal Counsel.

Response: OLRCB follows Mayor's Order 2023-131 regarding the procedure for handling any allegations of workplace sexual harassment. OLRCB has not had any allegations of sexual harassment during FY24 and Q1 of FY25, so the agency has not had to process any such claims.

15. Please list and describe all investigations, audits, studies, or reports by other entities regarding the work of the agency or conduct of agency employees during FY24 and Q1 of FY25.

Response: In FY24, an investigation was initiated regarding one of OLRCB's employees. Further details are confidential as the investigation is pending.

16. Provide a list of all publications, brochures and pamphlets prepared by or for the agency during FY24 and Q1 of FY25.

Response: OLRCB has not prepared any publications, brochures, or pamphlets, nor have any such documents been prepared for this agency during FY24 and Q1 of FY25.

17. Please provide a list of all studies, research papers, reports, and analyses that the agency prepared or contracted for during FY24 and Q1 of FY25. Please state the status and purpose of each. Please submit a hard or electronic copy to the Committee if the study, research paper, report, or analysis is complete.

Response: Please see below:

Date	Document/Purpose	Status	Prepared By
2024-12-10	Compensation Analysis for MPD/FOP FY24-26 Collective Bargaining Agreement Negotiations	Final	PFM Group Consulting LLC

18. Please provide a copy of the agency's FY24 performance plan. Please explain which performance plan objectives are completed in FY24 and whether they were completed on time and within budget. If they were not, please provide an explanation.

Response: Please see attachment labeled: Q.18 FY24 - Performance Accountability Report. The agency completed each performance plan objective in a timely fashion and within budget.

19. Please provide a copy of your agency's approved FY25 performance plan as submitted to the Office of the City Administrator, including approved goals, objectives, timelines, planned program and projects, anticipated FTE allocation and expenditure, and metric outcomes to be analyzed.

Response: Please see attachment labeled: Q.19 - FY25 Performance Plan.

20. Please provide the number of FOIA requests for FY24 and Q1 of FY25, that were submitted to your agency. Include the number granted, partially granted, denied, and pending. In addition, please provide the average response time, the estimated number of FTEs required to process requests, the estimated number of hours spent responding to these requests, and the cost of compliance.

Response: OLRCB has not received any FOIA requests during this time period.

21. Please provide each collective bargaining agreement that is currently in effect for agency employees. Please include the bargaining unit and the duration of each agreement. Please note if the agency is currently in bargaining and its anticipated completion.

Response: Please see attachment labeled: Q.21. - Collective Bargaining Agreements for FY24-FY25

22. If there are any boards or commissions associated with your agency, please provide a chart listing the names, confirmation dates, terms, wards of residence, and attendance of each member. Include any vacancies. Please also attach agendas and minutes of each board or commission meeting in FY24 and Q1 of FY25, if minutes were prepared. Please inform the Committee if the board or commission did not convene during any month.

Response: OLRCB is not associated with any boards or commissions.

23. Please list all reports or reporting currently required of the agency in the District of Columbia Code or Municipal Regulations. Indicate the following:
- Report due date;
 - If the agency complied;
 - Date of actual transmittal; and
 - To which entity the reports were filed.

Response: OLRCB is not required by the District of Columbia Code or Municipal Regulations to issue any reports.

24. Please provide a list of any additional training or continuing education opportunities made available to agency employees. For each additional training or continuing education program, please provide the subject of the training, the names of the trainers, and the number of agency employees that were trained.

Response: OLRCB employees are encouraged to utilize learning and development opportunities designed to further strengthen skills and experience necessary to provide optimal service to District government employees and partners, constituents, visitors and friends. Trainings include:

Training	Subject Matter	Trainers	Number of OLRCB Trainees
Collective Bargaining for Public Safety Employees	Negotiations between the government and unions with public safety members	Labor Relations Information System	17
Building Trial Skills	Learning-by-doing trial advocacy training	National Institute of Trial Advocacy	5
Society of Human Resource Management	Human resources training and certification	Various	2
Paralegal and Legal Assistant Training	Fundamentals and best practices in legal support	DC Bar	1
Continuing Legal Education	Various law and practice skills	DC Bar, Office of the Attorney General, Mayor's Office of Legal Counsel	13
Office of Public Records Management Training Course	Records Manager	DC Office of Public Records Management	1

25. Does the agency conduct annual performance evaluations of all its employees? Who conducts such evaluations? What steps are taken to ensure that all agency employees are meeting individual job requirements?

Response: Yes, OLRCB conducts annual performance evaluations of its employees. Supervisory Attorneys, the Chief of Staff, and the Agency Head evaluate their direct reports. OLRCB follows the District Personnel Manual, Chapters 14 and 36 regarding employee performance. Supervisors meet with their reports at the beginning of the fiscal year to discuss employees' respective performance plans, and they meet throughout the year, including a mid-year meeting, to provide/receive feedback, discuss progress, areas of support and concerns as applicable, and to adjust the performance plan when deemed appropriate.

26. Please include a chart of FY24 employee evaluation rating showing the employee's job title, duties/responsibilities, classification grade, salary, date of employment, and FY24 evaluation rating. Also, please identify if the employee has been separated from the agency during FY24 or Q1 of FY25.

Response: Performance evaluations are part of employees' personnel files and would be considered confidential information according to E-DPM Chapter 31.

27. Please provide a list of programs, initiatives, activities conducted by the agency to comply with a Racial Equity Lens objective.

Response: The agency actively promotes awareness of racial equity issues affecting unionized employees.

OLRCB partners with the Office of Racial Equity (ORE) and the Department of Human Resources (DCHR) to support "Goal 4" of the District's Racial Equity Action Plan. This goal emphasizes that the DC government strives to be a racially equitable employer, engaging in fair hiring, promotion, and retention practices. OLRCB ensures the equitable compensation of qualified employees to attract and retain high-quality professionals, aiming for salaries comparable to counterparts with similar experience.

It is important to note that OLRCB, as a non-public-facing agency, does not have specific external programs and initiatives. Instead, the focus is on negotiating collective bargaining agreements, which are designed to ensure equitable and fair compensation for unionized employees, many of whom identify as members of a racial minority.

28. Please provide a chart of agency programs conducted during FY24. Include the following:
- Initiation date;
 - Number and grade of FTEs assigned;
 - Program manager;
 - Total budget expenditure for the program (e.g. FTE salaries, materials, etc.); and
 - Outcomes from implementation (e.g. policy changes, program continuation, public support comments, etc.)

Response: In FY24, the Office of Labor Relations and Collective Bargaining did not have any programs. We operate through three (3) units: 1) Negotiations and Contract Administration; 2) Litigation; and 3) Administrative Support.

29. Please provide a chart showing the agency's program priorities for FY24 and FY25. Include the following:
- a. Staffing numbers;
 - b. Expenditure;
 - c. Community outreach activities; and
 - d. Measurable outcomes or metrics associated for each priority.

Response: In FY24 and FY25, the Office of Labor Relations and Collective Bargaining did not have any programs priorities beyond the core missions of the agency.

30. Please provide a copy of the agency's FY24 Performance Accountability Report of strategic objectives, indicate if key performance indicators were met, and with which other government agency was the report filed.

Response: Please see attachment labeled: Q.18 FY24 - Performance Accountability Report. The agency met each key performance indicator and filed the report with the Office of the City Administrator.

II. AGENCY-SPECIFIC QUESTIONS

A. Agency Organization, and Personnel

1. How many staff members are assigned to negotiate collective bargaining agreements and how are workloads balanced among CBAs? For instance, what was the workload or caseload for each staffer who participated in negotiations or litigation, in each year FY2024 and FY2025?

Response: OLRCB currently has nine Attorney Advisor positions (which includes two Supervisors). Generally, all attorneys are assigned to negotiate working conditions and/or compensation agreements and impact and effect bargaining matters, and assignments are distributed based on both the complexity of the negotiations matter and each attorney's competing priorities with their respective litigation caseloads and deadlines. Also, negotiations assignments are made based on consideration of each employee's experience with the relevant agencies and compensation units with litigation and/or impact and effects negotiations. The Supervisory Attorney Advisor for Negotiations was significantly involved as Chief or Co-Chief Negotiator in several negotiations, as well as ongoing deliberations with the Director and attorneys on issues and progress in respective negotiations. Overall, each OLRCB attorney participates on four to five bargaining teams for working conditions and/or compensation agreements, and approximately five to seven

teams for I&E bargaining. Each attorney is also assigned to approximately 10-20 litigation matters.

2. How many and what percentage of employees at OLRCB as of January 1, 2025, were District residents?

Response: OLRCB has 18 employees, of which nine (9), or 50%, are District residents.

3. Were any employees on administrative or extended leave in FY2024 or FY2025. If so, how many, what was the length of time, and how long have they been employed with the agency.

Response: OLRCB had no employees on administrative or extended leave in FY24 or in FY25.

B. Collective Bargaining

4. Please provide an updated union contact list of all unions representing District employees. Please include the name of the agency; union local name and number; and the names, titles, and contact information of the union local's leadership. For the union leader's contact, please include an email address, and phone number.

Response: Please see attachment labeled Q.B4 – Union Contact List

5. Please provide a list of issues that unions have brought forth to the negotiating table, but OLRCB deemed non-negotiable due to management right.

Response: According to D.C. Code 1-617.17(h), all information concerning negotiations shall be considered confidential until impasse resolution proceedings have been concluded or upon settlement. So, OLRCB may only disclose negotiability issues that unions brought forth for contracts that have already been settled or otherwise resolved. The following issues were declared by the District as non-negotiable management rights:

- Changing duties of employees
- Teacher evaluation process
- Interruptions, communications, and monitoring of teachers
- Work year
- Work day
- Class size
- Counselor roles and staffing
- IEP Caseload
- RIF, abolishment, and furlough procedures
- Emergency adjustments to school operations
- Staff diversity

6. Please provide the Committee with a list of all *expired* contracts and an update on each. Fill out the chart below and include any other pertinent information (please do not combine this information with any other charts):

Response: Please see attachment labeled: Q.B6 – Expired Collective Bargaining Agreement (CBAs) for FY24-FY25

7. Please provide the Committee with an update on all negotiations that are at a *standstill, impasse, or had no movement in the last 12 months*. Fill out the chart below and include any other pertinent information (please do not combine this information with any other charts):

Agency	Union	Comp Unit	Expiration Date	Last Action Taken by Union (Date & Description)	Last Action Taken by OLRCB (Date & Description)	Reason for Standstill/ Impasse	Action Necessary to Begin Negotiations
MPD	FOP	3	9/30/23	Interest Arbitration Hearing	Interest Arbitration Hearing	Compensation (Wages)	N/A

8. Please provide the Committee an update on *all active negotiations*. Fill out the chart below and include any other pertinent information (please do not combine this information with any other charts):

Agency	Union	Comp Unit	Status of Negotiations	Last Meeting Date	Next Meeting Date	Last Action Taken by Union (Date & Description)	Last Action Taken by OLRCB (Date & Description)	Action Necessary to Complete Negotiations	Target Date for Completion
MPD	FOP	3	Impasse	12/19/24	N/A	Hearing	Hearing	Briefing	1/27/25
FEMS	IAFF	4	Bargaining	12/11/24	1/23/25	Counter Proposals Exchanged	Counter Proposals Exchanged	Bargain	3/15/25

OSSE	Teamsters	Non-compensation	Bargaining	12/2/24	2/18/25	Counter Proposals Exchanged	Counter Proposals Exchanged	Counters	5/1/25
OAH	FALJ	35	Ground Rules	N/A	N/A	Draft and Exchange Proposed Ground Rules	Draft and Exchange Proposed Ground Rules	Negotiate Ground Rules	5/1/25
Various	DCNA	13	Ground Rules	N/A	N/A	Draft and Exchange Proposed Ground Rules	Draft and Exchange Proposed Ground Rules	Negotiate Ground Rules	6/1/25
Various	NAGE	Non-compensation	Ground Rules	N/A	N/A	Draft and Exchange Proposed Ground Rules	Draft and Exchange Proposed Ground Rules	Negotiate Ground Rules	6/1/25
DBH	NUHHC		Bargaining	N/A	N/A	Proposal	Rec'd Proposal	Counter	8/1/25

9. The unions listed below were provided by OLRCB as unions with negotiations expected to begin Q3 of FY 2024. Can you please provide an update for the Committee? Fill out the chart below and include any other pertinent information (please do not combine this information with any other charts):

Agency	Union	Comp Unit	Began Negotiating (Y/N)	Requisite Next Step	Target Date for Completion
CFSA, DDS, DHCF, DOH, DYRS, DHS, OCME, DOC, FEMS	DCNA	Compensation Unit 13	Y	Finalize Ground Rules	6/1/25
DBH	Psychologists 1199, NUHHCE, AFSCME Chapter 3758	Compensation Unit 3758	Y	Counter to Union's initial proposal (CBA doesn't begin until FY26)	8/1/25
DBH	DCNA	Compensation Unit 13(B) - DBH Nurses only	Y	Finalize Ground Rules	6/1/25
DBH	Doctors' Council	Compensation Unit 19 (B)	N	Exchange Ground Rules Proposals	9/1/25
DCPS	Council of School Officers	Compensation Units 6 and 17	Y	Finalize Ground Rules	5/1/25
FEMSD	IAFF 36	Compensation Unit 4	Y	Continue To Bargain	3/15/25
OSSE	AFSCME 1959	OSSE-AFSCME 1959	N	Propose Ground Rules	9/1/25

OSSE	Teamsters 639	OSSE-Teamsters 639	Y	Continue To Bargain	5/1/25
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10. Please list all recommendations identified by the Office of the Inspector General, DC Auditor, or other federal or local oversight entities during FY2024 and FY 2025, to date about OLRCB. Please provide an update on what actions have been taken to address each recommendation. If the recommendation has not been implemented, please explain why.

Response: OLRCB has not received any recommendations from the Office of the Inspector General, DC Auditor or any other federal or local oversight entities during FY2024 and FY2025 to date.

C. OLRCB Litigation & Related Matters

11. For any litigation in which OLRCB was involved as the representative of District government management (DC government as an employer) in FY2024 or FY2025, as of Jan. 1, 2025, please provide the case name, court where filed, date of filing, cause of action or allegations, and current status of any litigation which is pending, and outcome of litigation which concluded. If it is unclear from the case name which party initiated the litigation, please provide this information.

Response: Please see attachment labeled: Q.C11-18 OLRCB Litigation & Related Matters

12. How many labor-management disputes were mediated in FY2024 and in FY2025, as of Jan.1, 2025, (whether or not they were ultimately resolved through mediation)? Please list the agencies and unions involved, the subject matter, the outcome (if the matter was settled through mediation, litigated, etc.), and the name and organization of the mediator.

Response: Please see attachment labeled: Q.C11-18 OLRCB Litigation & Related Matters

13. How many disputes entered into arbitration in FY2024 in FY2025, as of Jan.1, 2025, (whether or not they were ultimately resolved through arbitration)? Please list the agencies and unions involved, the subject matter, the outcome or status if it is still pending, and the name and entity of the arbitrator.

Response: Please see attachment labeled: Q.C11-18 OLRCB Litigation & Related Matters

14. Provide a list of monetary arbitration awards the District was required to pay, including the party that received the award and the award amount.

Response: Please see attachment labeled: Q.C11-18 OLRCB Litigation & Related Matters

15. How many total matters were filed at PERB by unions and OLRCB in FY2024 and FY2025? Please identify the filing party, the subject matter, and the status of the filing.

Response: Please see attachment labeled: Q.C11-18 OLRCB Litigation & Related Matters

16. How many unfair labor practice complaints at PERB were filed by unions against District agencies represented by OLRCB in FY2024 and FY2025, thus far? Please note the agencies and unions involved and the case number issued by PERB. For those with a decision that has been issued, please summarize the results, e.g. number decided in favor of management, the number decided in favor of unions, or another result, etc.?

Response: Please see attachment labeled: Q.C11-18 OLRCB Litigation & Related Matters

17. How many unfair labor practice complaints at PERB were filed against unions by the District or a District agency in FY2024 and FY2025? Please note the agencies and unions involved. For those with a decision that has been issued, please summarize the results, e.g. number decided in favor of management, number decided in favor of unions, number withdrawn, etc.

Response: Please see information below:

Case Number	Agency	Union	Summary
PERB Case No. 24-U-25	DC Public Schools	Washington Teachers' Union #6	Decided in favor of union

18. For each PERB decision issued in FY2024 or FY2025, until Jan.1. 2025, that required corrective action by management, please list the case number, agency involved, union(s) involved, brief description of the decision or action to be taken, date of the decision, and date of implementation. For example, an order for a unit to move to a different union would be the description, and date of implementation would be the date the unit received the necessary pay adjustment.

Response: Please see attachment labeled: Q.C11-18 OLRCB Litigation & Related Matters

D. Disposition Updates

1. Please provide the Committee with an update on the following matters that were previously pending during FY 2023 and FY 2024, and identify what remains outstanding to close the matter:
 - DDS v. AFGE Local 383 (Doris Chibikom Suspension), filed 10/3/23
 - DDS prevailed; no outstanding items remain
 - WTV (Kimberlynn Jurkowski) v. DCPS, filed 10/18/22
 - DCPS prevailed; no outstanding items remain
 - AFGE 631 and DOEE, filed 11/17/22
 - PERB issued Certification No. 172 designating AFGE 631 as exclusive representative of certain DOEE employees; no outstanding items remain
 - WTU (Shadia Yamin) v. DCPS, filed 11/23/22
 - Settlement agreement; no outstanding items remain
 - AFGE Local 631 and OSSE, filed 12/9/22
 - PERB issued Certification No. 170 designating AFGE Local 631 as exclusive representative of certain OSSE employees; no outstanding items remain
 - AFSCME 2401 (Anne Campbell O/T) v. DHS, filed 1/18/23
 - Union prevailed; Agency complied with award; no outstanding items remain
 - IAFF L. 36 v. FEMS (O'Byrne Promotion), filed 2/24/23
 - PERB upheld an appeal of arbitration award in union's favor; FEMS filed appeal of PERB decision with D.C. Superior Court
 - AFGE L. 2978 v. DC Health (Deontrinese Henderson), filed 3/3/23
 - Settlement agreement reached; no outstanding items remain
 - AFSCME L. 2401 v. DHS (Rosalind Williams Career Ladder Promotion), filed 3/3/23
 - Union prevailed; agency compliance in progress
 - FOP v. MPD, filed 3/8/23
 - Union prevailed; MPD complied with arbitration award; no outstanding items remain
 - AFGE L. 2741 (Jerry Braddock) v. DPR, filed 3/8/23
 - Union prevailed; no outstanding items remain
 - AFSCME Local 2743 (Arthur Slade) v. DISB, filed 3/16/23
 - IAFF L. 36 v. FEMS (Disciplinary Actions Timelines), filed 3/23/23
 - Union prevailed; no outstanding items remain
 - FOP/PSPDLC v. DGS (12 hour shifts), filed 3/28/23

- Agency successfully appealed initial arbitration decision before PERB; PERB remanded case; parties reached settlement agreement; no outstanding items remain
- CSO Local 4 (Tireasias McCall) v. DCPS, filed 3/29/23
 - Settlement agreement reached; no outstanding items remain.
- WTU v. DCPS (Grivnow – arbitration review request), filed 4/24/23
 - Union prevailed; awaiting arbitrator instructions
- WTU (Yuri Casas) v. DCPS – Enforced Leave and Resignation, filed 5/1/23
 - Agency successfully filed motion to stay arbitration; D.C. Superior Court granted Agency’s motion. No arbitration; no outstanding items remain.
- WTU (Denyese Thomas) v. DCPS, filed 5/4/23
 - Union prevailed. Parties discussing compliance measures.
- FALJ v. OAG (Denial of Sabbatical), filed 5/24/23
 - Agency prevailed on primary issue. Agency unsuccessfully appealed secondary issue. No outstanding items remain.
- DHS v. AFSCME Local 2401 (Anne Campbell), filed 5/26/23
 - Union prevailed. No outstanding items remain.
- IAFF Local 36 (Blanco) v. FEMS – FTO Pay, filed 6/26/23
 - Settlement agreement reached; no outstanding items remain.
- AFGE Local 383 (Darren Wright) v. DYRS, filed 6/29/23
 - Settlement agreement reached; no outstanding items remain.
- AFGE Local 1975 v. DPW, filed 8/11/23
 - Union prevailed; Agency complied with order; no outstanding items remain.
- AFGE Local 631 (Hagans and Grays) v. DPW, filed 8/21/23
 - Grievance filed. No outstanding items remain.
- WTU v. DCPS (CBA Wages and Bonus Implementation), filed 9/5/23
 - Court granted DCPS’s motion to stay arbitration; no outstanding items remain
- Teamsters Local 639 (Renea Wilson) v. DCPS, filed 9/14/23
 - Settlement agreement reached. No outstanding items reached.
- FOP/PSPD Labor Committee v. DGS, filed 9/19/23
 - Agency prevailed; no outstanding items remain
- WTU v. DCPS (refusal to process Step 2 grievances), filed 9/25/23
 - Union withdrew grievance. No outstanding items remain.
- AFGE Local 3721 v. FEMS (bargaining unit position placement), filed 10/20/23
 - Settlement agreement reached. No outstanding items remain.
- AFSCME District Council 20 v. DDS, filed 11/2/23
 - Settlement agreement reached; no outstanding items remain.

- Teamsters Local 639 v. DCPS, filed 11/8/23
 - DCPS filed motion to stay arbitration in Superior Court; case pending; no outstanding items remain
- AFGE Local 631 (new bargaining unit) v. DGS, filed 11/8/23
 - Settlement agreement reached; PERB ordered election; AFGE Local 631 designated exclusive representative of certain DGS employees. No outstanding items remain.
- AFSCME Local 2743 (Awan Wye) v. DOB, filed 11/30/23
 - Agency prevailed. No outstanding items remain.
- AFSCME Local 2743 v. DISB, filed 3/16/23
 - Union prevailed; compliance to be challenged before D.C. Superior Court.
- AFGE Local 1975 v. DPW, filed 8/11/23
 - Union prevailed; no outstanding items remain.
- AFGE Local 631 v. DGS, filed 11/8/23
 - Parties entered into settlement; PERB certified AFGE Local 631 as exclusive representative of certain DGS employees; no outstanding items remain
- AFSCME Local 2743 (Awan Wye) v. DOB, filed 11/30/23
 - DOB (Agency) prevailed; no outstanding items remain

E. Training

1. How many trainings did the agency host? Please indicate the subject matter of the training, if applicable.

Response: OLRCB trained facilitated nine training sessions in FY24. Six sessions were “Managing in a Unionized Environment;” two sessions were “Labor Liaison Orientation;” and one session was “Just Cause and Investigatory Interview Rights.”

2. How many liaisons and management officials did the agency train? Please indicate the subject matter of the training. How many participants were trained, and which agencies did they represent, if applicable?

Response: OLRCB trained approximately 217 labor liaisons, managers, supervisors and executive staff.

Training Session	Agencies	Number of Attendees
Managing in a Unionized Environment	UDC, DCHR, DISB, PSC, DYRS, Various MSS employees across District government agencies under the Mayor's personnel authority.	185
Labor Liaison Orientation	DDS, UDC	2
Just Cause and Investigatory Interview Rights	OUC	30