Exhibit Q29- FY24 and FY25 Priorities

FY2024 and FY2025 Program Priorities
Decisions and Orders – As a quasi-judicial agency, PERB's principal activity is the resolution of cases concerning labor-management disputes. Board members receive all filings and exhibits in a case a week prior to the Board's consideration of the case at the monthly Board meeting. For cases in which a hearing was conducted by a hearing examiner, the Board members analyze the hearing examiner's report and recommendation, the case record, and the staff's written recommendations on the issues in the case. In such cases, the Board will adopt a hearing examiner's recommendation if it is consistent with PERB precedent. After the Board members decide on the outcome of a case, the Board instructs PERB's staff attorneys to issue a written decision and order, which may require multiple rounds of editing and changes by Board members prior to issuance. Measurable Outcomes: (1) Time to produce and (2) Number produced annually
Hearings – Hearings are held for representation, unfair labor practice, and standards of conduct cases, allowing parties to present evidence to a hearing examiner. The examiner then prepares a report with factual findings and recommendations for the Board. Hearing examiners are attorneys with proven experience in resolving labor relations disputes. Measurable Outcomes: (1) Number of hearings held
Mediations – Mediations are typically conducted before a hearing to help the parties reach a mutually agreeable solution and avoid further litigation. These mediation sessions are offered free of charge to the parties, at PERB's expense. Mediation fosters long-term bargaining relationships by promoting negotiated resolutions to disputes. Measurable Outcome: (1) Number of mediations held
Representation Elections – When petitioned, PERB conducts representation elections to enable employees to choose a bargaining representative. PERB attorneys engage with the parties to discuss election issues, develop the ballots, and personally oversee the election at the employees' work site. They also count the ballots and address any challenges or issues that arise. After reviewing the results and resolving any remaining concerns, the Board certifies the election outcome. Measurable Outcome: (1) Time from petition to election, (2) Time to certify election, and (3) Number of petitions
Training Program – Second Tuesdays at PERB are monthly, two-hour training sessions led by a respected labor relations expert for both management and union participants. PERB promotes these sessions on its website and sends monthly notices via its listserv to share details about the upcoming training. Agency-specific or union-specific training sessions, lasting 4 hours, are offered upon request or through outreach by the Executive Director to encourage participation. Measurable Outcomes: (1) Number of trainings held and (2) Number of participants
Law Student Internship Program – PERB typically welcomes one or two law students each year who are interested in learning about labor relations and alternative dispute resolution.