



# 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

#### A. Governance and Personnel

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 Attorneys Michael Kentoff (Michael.Kentoff@dc.gov, 8+ years experience) and Nina Jones (Nina.Jones1@dc.gov, 1 year experience), and the Litigation Unit is led by Supervisory Attorney Kevin Stokes (Kevin.Stokes@dc.gov, 7+ years experience). All eight 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 eight FTEs

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

**Response:** The Office of Labor Relations and Collective Bargaining (OLRCB) is organized into three distinct units. 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. It also oversees the facilitation of "impact and effects" bargaining with unions representing District government employees.

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 and litigation. This unit supports training to agencies concerning the labor relations program and the legal obligations stemming from D.C. law, policy and collective bargaining agreements. And the Administrative Unit also supports the Negotiations and Litigation Units by assisting attorneys prepare for hearings, mediation and bargaining session. Importantly, the Administrative Unit also provides human resources, budgeting, 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 currently detailed to or from your agency. For each detailed employee, include:
  - a. The reason for the detail;
  - b. The job duties if detailed to your agency;
  - c. The start date of detail;
  - d. The agency the employee is detailed to/from; and
  - e. The 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 FY25 and Q1 of FY26;

**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 FY25 and Q1 of FY26;

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

- d. A list of travel expenses, arranged by employee for FY25 and Q1 of FY26, including the justification for travel; and

**Response:** Please see attachment labeled Q.4d – Travel List for FY25 and Q1 of FY26

- e. A list of the total workers' compensation payments paid in FY25 and Q1 of FY26, 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 FY25 or Q1 of FY26.

- 5. Please list all memoranda of understanding (“MOU”) entered into by your agency during FY25 and Q1 of FY26, 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.5 – FY25 & FY26 MOU List.

- 6. Does the agency have independent contracting authority? If so, please provide a chart detailing the active contracts the agency entered, the date the contract was entered into, dollar amount, contracting entity, contract expiration date, purpose, and option years.

**Response:** The Office of Labor Relations and Collective Bargaining (OLRCB) does not have independent contracting authority.

- 7. Please provide a complete, up-to-date list of contract workers working directly for your agency, ordered by program and activity, and including the following information for each position:
  - a. Title of position;
  - b. Indication that the position is filled or vacant;
  - c. Date employee began in the position;
  - d. Whether the position must be filled to comply with federal or local law;
  - e. If applicable, the federal or local law that requires the position be filled;
  - f. The entity from which they are contracted; and
  - g. The contracted annual cost.

**Response:** The Office of Labor Relations and Collective Bargaining (OLRCB) does not have contract workers working directly for the agency.

8. Please provide, for each month of FY25 and Q1 of FY26, the net number of personnel separated from and hired to the agency.

**Response:** OLRCB had one separation and no new hires in FY25. The agency had one new hire in Q1 of FY26.

## **B. Government Operations**

9. Please provide a list of programs, initiatives, activities conducted by the agency in FY 25 to support the Mayor's Grow DC plan.

**Response:** The Office of Labor Relations and Collective Bargaining (OLRCB) does not have any programs, initiatives, or activities conducted by the agency in FY 25 to support the Mayor's Grow DC plan.

10. Please provide a chart of agency programs conducted during FY25. 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 FY25, 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.

11. Please provide a chart showing the agency's program priorities for FY25 and FY26. Include the following:
- Staffing numbers;
  - Expenditure;
  - Community outreach activities; and
  - 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.

12. Please provide a copy of your agency's approved FY26 performance plan as submitted to the Office of the City Administrator (OCA), 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.12 FY26 - Performance Plan

13. Please provide a copy of the agency's FY25 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.13 FY25 - Performance Accountability Report. The agency met each key performance indicator and filed the report with the Office of the City Administrator (OCA).

14. Describe problems and challenges, including chronic maintenance issues and design flaws, in agency-owned or leased facilities.

**Response:** In FY25, the Office of Labor Relations and Collective Bargaining (OLRCB) received approval to extend their office space into Suite 870N and staff was relocated in FY26 after OCP assisted with delivering surplus office furniture and DCNET completed the wiring installation. OLRCB has no problems, or challenges, including chronic maintenance issues and design flaws, in agency-owned or leased facilities.

15. Please provide the following information regarding capital projects:
- a. A list of all capital projects in the financial plan.
  - b. For FY23, FY24, FY25, and Q1 of FY26 an update on all capital projects under the agency's purview, including a status report on each project, an explanation of any delays, 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 FY26, FY27, FY28, and FY29.

**Response:** In FY23, FY24, FY25, and Q1 of FY26, OLRCB did not have any capital projects, and we have no planned capital projects for FY25 – FY29.

16. A description of whether the capital projects begun, in progress, or concluded in FY23, FY24, FY25, or Q1 of FY26, had an impact on the operating budget of the agency. If so, please provide an accounting of such impact.

**Response:** The Office of Labor Relations and Collective Bargaining (OLRCB) did not have any capital projects in FY23, FY24, FY25, or Q1 of FY26.

17. What capital or operating projects arose from these issues in FY25 and FY26, including cost and actions taken?

**Response:** The Office of Labor Relations and Collective Bargaining (OLRCB) did not have any capital or operating projects in FY25 and FY26.

18. Please provide the number of FOIA requests for FY25 and Q1 of FY26, 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 received 4 FOIA requests over the above-referenced period. Two were granted, one denied, and one pending. The average time in response was approximately 100 days. 1 FTE was required to process these requests, and it took 3 hours to respond to these

requests at no consequential cost to the Agency.

19. 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 FY25 and Q1 of FY26, if minutes were prepared. Please inform the Committee if the board or commission did not convene during any month.

**Response:** The Office of Labor Relations and Collective Bargaining does not have any boards or commissions associated with the agency.

20. 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:** Please see attachment labeled Q. 20 – Trainings and Continuing Education Opportunities for OLRCB Employees

21. Please describe the agency’s customer feedback and public engagement. How does the agency solicit feedback from members of the public (i.e., District residents served)? What has the agency learned from this feedback?

**Response:** OLRCB is a part of the Government Operations/Internal Services cluster as we support and advise the Executive Office of the Mayor (EOM), the City Administrator and other District government agencies. As such, we do not provide customer feedback or engage with the public.

### C. Data

22. In filterable and sortable spreadsheet, please list all electronic databases maintained by your agency, including the following:
- A detailed description of the information tracked within each system;
  - The age of the system and any discussion of substantial upgrades that have been made or are planned to the system; and
  - Whether the public can be granted access to all or part of each system.

**Response:** The Office of Labor Relation and Collective Bargaining (OLRCB) does not maintain any databases. In FY25, it was determined that due to our special document management needs, it was in the best interest of OLRCB to discontinue our contractual agreement with iManage as our document management vendor. We are currently researching and meeting with potential vendors to secure a new document management system in FY26.

23. Provide a list of all publications, brochures and pamphlets prepared by or for the agency during FY25 and Q1 of FY26. Please provide copies.

**Response:** OLRCB has not prepared any publications, brochures, or pamphlets, or have any such documents been prepared for this agency during FY25 and Q1 of FY26.

24. Please provide a list of all studies, research papers, reports, and analyses that the agency prepared or contracted for during FY25 and Q1 of FY26. Please state the status and purpose of each. Please submit a hard copy to the Committee if the study, research paper, report, or analysis is complete.

**Response:** An outside contractor, PFM prepared an analysis of the Metropolitan Police Department (MPD) and Fraternal Order of Police's pay comparisons and other compensation-related issues. Please see attachment labeled: Q24 - Compensation Analysis - Fraternal Order of Police/Metropolitan Police Department Labor Committee (Compensation Unit 3).

#### **D. Laws, Audits, and Reports**

25. Please list any legislation that impacts your agency from the prior two fiscal years and provide a status report on the agency's implementation related to each piece of legislation.

**Response:** OLRCB is not subject to any legislation that requires audits or reports.

26. Please identify any legislative changes that would enable the agency to better meet its mission.

**Response:** OLRCB works with the EOM to determine necessary legislative changes and to introduce new legislation for consideration by Council.

27. 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 to submit reports by the District of Columbia Code or Municipal Regulations.

28. Please list all pending lawsuits in which the agency, or its officers or employees acting in their official capacities, are named as defendants, and for each case provide the following:
- The case name;
  - Court where the suit was filed;
  - Case docket number;
  - Case status; and
  - A brief description of the case

**Response:** OLRCB does not have any pending lawsuits in which the agency, its officers or employees are named as defendants.

29. Please list the total amount of money the agency or the District, on behalf of the agency, expended to settle claims against it, or its officers or employees acting in their official capacities, in FY 25 and FY 26, to date.

**Response:** OLRCB has not expended money to settle any claims against it, its officers or employees in their official capacities.

30. Please list each settlement the agency or the District, on behalf of the agency, entered into in FY 25 and FY 26 to date that involved claims against the agency, or its officers or employees in their official capacity, including any settlements covered by D.C. Code § 2-402(a)(3). For each settlement, provide:
- a. The amount of the settlement,
  - b. If related to litigation, the case name and brief description;
  - c. If unrelated to litigation, please describe the underlying issue or reason for the settlement (e.g. administrative complaint, etc.).

**Response:** OLRCB has not entered into any settlements on behalf of the agency, its officers or employees.

31. Please describe the agency's procedure for handling allegations of workplace harassment during FY25 and Q1 of FY26. Indicate the following:
- a. Date of offense;
  - b. Whether the parties report to the same supervisor;
  - c. The findings of substantiation or non-substantiation; and
  - d. What official action was taken.

**Response:** OLRCB has not handled any allegations of workplace harassment during FY25 or Q1 of FY26.

32. Please describe the agency's handling of sexual harassment claims received during FY25 and Q1 of FY26. 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 FY25 and Q1 of FY26, so the agency has not had to process any such claims.

33. Please list all administrative complaints or grievance received in FY 25 and Q1 of FY26. Indicate the following:
- a. The nature of the complaint;
  - b. The review procedure followed; and
  - c. The resolution of the complaint.

- d. Whether or not the employee(s) complaint was resolved by moving to a different workspace, and or supervision.

**Response:** OLRCB received administrative complaints from a former employee in FY25.

- a. OLRCB employee filed EEO complaints against the agency alleging discrimination for failing to approve her request for full-time, indefinite telework, which denial she claims was in retaliation for taking FMLA.
  - b. EEO counselor communications exchanged; Office of Human Rights (OHR) mediation session completed.
  - c. No resolution of the complaint as OHR investigation is pending.
  - d. No, employee's complaint was not resolved by moving to a different workspace or supervisor.
34. Please list all investigations, audits, or reports on your agency or any employee of your agency conducted in FY25 and Q1 of FY26. Include copies of any concluded reports and indicate the anticipated date of conclusion for any ongoing reports.

**Response:** Former OLRCB employee was investigated by the Board of Ethics and Government Accountability (BEGA) in FY25. She was separated from the agency as a result. She filed an EEO complaint against OLRCB which is currently pending before the OHR, for which we do not have an anticipated date of conclusion. Please see attachment labeled Q.34 - BEGA Negotiated Disposition

35. Please list all requests for information submitted to the agency in FY 24, FY 25 and Q1 of FY26 by the Office of the Inspector General; D.C. Auditor; Internal audit; and any other federal or local oversight entities. For each request, please indicate:
- a. The subject of the request;
  - b. The requesting agency;
  - c. The date received;
  - d. The information was supplied; and
  - e. Whether the information was supplied by the date request. If information was not timely supplied, please indicate the reason for any delays.

**Response:** OLRCB has received no such requests in FY24, FY25, or Q1 of FY26.

36. 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:** OLRCB has no bargaining unit employees.

37. Is the agency currently party to any active non-disclosure agreements? If so, please provide all allowable information on all such agreements, including:
- a. The number of agreements;

- b. The department(s) within the agency associated with each agreement; and
- c. Whether any agreements are required for specific positions (please list each position by division and program and indicate whether the position is contracted).

**Response:** The Office of Labor Relations and Collective Bargaining (OLRCB) is not currently party to any active non-disclosure agreements.

38. Please include a chart of FY25 employee evaluation rating showing the employee’s job title, duties/responsibilities, classification grade, salary, date of employment, and FY25 evaluation rating. Also, please identify if the employee has been separated from the agency during FY25 or Q1 of FY26.

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

### **E. Finance and Budget**

39. 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 FY25 and Q1 of FY26.

- 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.39a – Current Year vs Prior Year Budget FY25 and Q1 of FY26.

- b. Include any over- or under-spending. Explain any variances between fiscal year appropriations and actual expenditures for FY25 and Q1 of FY26 for each program and activity code.

**Response:** Please see attachment labeled Q.39b – Current Year vs Prior Year Budget FY25 and Q1 of FY26.

In FY25, OLRCB had surplus as follows:

- PS surplus was \$75,479.30 because of a vacant position
- NPS surplus was \$75,479.30 as follows.
  - Other services - Surplus \$75,479.30

- c. Attach the cost allocation plans for FY25 and FY26.

**Response:** Please see attachment labeled Q.39c – Cost Allocation Plans for FY25 & FY26

- d. In FY25 and Q1 of FY26, 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 FY25 and Q1 of FY26, OLRCB did not receive any federal funds.

40. For FY25 and Q1 of FY26, please list all intra-District transfers to or from the agency.

**Response:** Please see attachment labeled Q.40 – Interagency Funding

41. For FY25 and Q1 of FY26, 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 FY25 and Q1 of FY26, the Office of Labor Relations and Collective Bargaining (OLRCB) did not receive any special purpose revenue funds.

42. Please fill out the attached spreadsheet titled “Grants Received,” and list all federal and/or private grants received by your agency in FY25 and Q1 of FY26, current balances, and indicate any that lapsed during or at the end of FY25. Please submit the completed document in both Excel and PDF formats, and ensure to include 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:** In FY25 and Q1 of FY26, the Office of Labor Relations and Collective Bargaining (OLRCB) did not receive any grant funds.

43. Please provide a status report, including timeframe of completion, for all projects for which your agency currently has capital funds available.

**Response:** In FY25 and Q1 of FY26, the Office of Labor Relations and Collective Bargaining (OLRCB) did not receive any capital funds.

44. Please list all budget enhancement requests (Form B or similar) submitted in FY25 and Q1 of FY 26 and all budget enhancements received in FY25 and Q1 of FY26, please provide a status report on the implementation of each enhancement.

**Response:** This request asks for information that is protected from disclosure by the deliberative process and executive privileges.

## **II. Agency Specific Questions**

### **A. Agency Personnel**

45. Were any employees on administrative, extended, or paid family leave in FY2025 or FY2026. If so, how many, what was the length of time, and how long have they been employed with the agency?

**Response:** Please see attachment labeled Q.A45 – Agency Personnel

### **B. Collective Bargaining**

46. Please provide an updated master list for all District government unions.

**Response:** Please see attachment labeled Q.B46 – Union List

47. 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.B47 – Expired Contracts

48. For expired contracts that continue in effect, which unions have not made a formal request to begin negotiations?

**Response:** With respect to Compensation CBAs, no unions have failed to make a request to bargain. With respect to expired non-Compensation CBAs, the following unions have not made a request to bargain: AFGE Locals 383, 631, 709, 1975, 2725, 2737, 2741, 2978, 3406, 3444, 3871, AFSCME Locals 1200, 2091, 2092, 2401, 2743, DCNA, FOP/PSDLC, FOP/DOCLC, FOP/DYRSLC.

49. Please provide the Committee with an update on all current and projected negotiations, including whether negotiations are at a *standstill*, *impasse*, or *have 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):

**Response:** Please see attachment labeled Q.B49 – Current and Projected Negotiations

50. List the unions who have not completed negotiations, but have filed their intent to bargain 2 or more years ago with the agency, please note the parties' required next steps to move forward.

**Response:** IAFF Local 36 (Firefighters) – At impasse; Federation of Administrative Law Judges – Currently bargaining; AFSCME Local 1959 (Part-time school bus operators, attendants) – Bargaining to start in Q2 (budget dependent); Teamsters Local 639 (Full-time school bus operators, attendants) - Currently bargaining; DC Nurses Association – Bargaining to start in Q2 or Q3 (budget dependent); Doctors' Council (Psychiatrists, General Medicine, Medical Examiners) - Bargaining to start in Q2 or Q3 (budget dependent); AFSCME Local 2921 (DCPS paraprofessionals) - Bargaining to start in Q2 (budget dependent); Council of School

Officers (Principals, assistant principals – Currently bargaining (on hold due to budget shortfall); NAGE – Currently bargaining Master Agreement; and NUHHCE (Psychologists) – Bargaining set to start in Q4.

51. What role, if any, does the agency play in processing new union membership for government employees where a union did not exist at their agency?

**Response:** The Office of Labor Relations and Collective Bargaining (OLRCB) does not process union membership for employees where a union does not exist at their agency.

52. Please explain the agency's role in processing a government employee's request to join an existing union at their agency.

**Response:** The Office of Labor Relations and Collective Bargaining (OLRCB) only processes applications to join a union if the electronic sign-up option through PeopleSoft is unavailable. In those cases, paper applications are sent to our agency with the employee's information and union information, and we help facilitate the process of enrollment by ensuring the applications have the correct signatures and sent to the correct agencies for implementation and completion.

- a. Does the agency have an approval role in this process? What must be determined prior to approval?

**Response:** OLRCB does not have an approval role in the process for who can join the union. Our role is to certify that we have received correspondence to the request.

- b. If so, on average, how long does it take for the agency to provide its approval?

**Response:** OLRCB does not provide approval for joining a union.

- c. At what stage does the agency collaborate with the Department of Human Resources (DCHR) to finalize the request? What must the agency provide DCHR to move forward with the process?

**Response:** OLRCB does not partner with DCHR to process requests. We partner with the Office of Pay and Retirement Services (OPRS) for processing and implementation.

- d. If applicable, how many employees requested to join their agency's union in 2025?

**Response:** OLRCB does not maintain data on employees who requested to join their agency's union.

53. Estimating the scope to completed negotiations within 2023-2025, please provide the average number of days to complete the following:

- a. Beginning review ground rules after receiving the unions' intent to bargain request –  
**RESPONSE:** 180-365 calendar days.
- b. Negotiating ground rules – **RESPONSE:** 30-60 calendar days.

- c. Scheduling the first negotiations session – **RESPONSE:** 30 calendar days after parties have exchanged proposals.
- d. Providing unions with a counter proposal – **RESPONSE:** 60 calendar days after execution of ground rules.
- e. Resolving Impasse – **RESPONSE:** 180 calendar days (if involving interest arbitration).
- f. Ratifying CBAs on Working Conditions – **RESPONSE:** 7-21 calendar days.
- g. Ratifying CBAs on Compensation – **RESPONSE:** 7-21 calendar days.

### C. Litigation

54. Please provide the following in 2025:

- a. Number of unfair labor practice complaints. **27**
- b. Average number of days to respond to unfair labor practice complaints. **14 days**
- c. Number of enforcement actions. **0**
- d. Number of arbitration review requests. **0**
- e. Number of interest arbitrations. **1**
- f. Number of grievance arbitration matters closed. **3**
- g. Number of grievance arbitration matters closed by decision and order. **1**
- h. Number of grievance arbitration matters opened. **0**
- i. Number of Litigation matters closed by decision and order. **12**
- j. Number of Litigation matters opened. **61**
- k. Number of litigation matters in which the District has been found to violate the law or a collective bargaining agreement. **2 matters in which the District has been found to violate the law and 5 matters in which the District has been found to violate the collective bargaining agreement.**
- l. Number of litigation matters that result in a favorable outcome for the government, including settlements in the government's favor, dismissals, or court victories. **12**
- m. Number of Litigation matters closed without litigation. **16**
- n. Number of Litigation matters closed because a party withdrew. **3**
- o. Average number of days to conclude litigation matters. **159**
- p. Number of litigation matters in which a non-arbitrability declaration is invoked within 60 days of an arbitration demand **3**
- q. Number of litigation matters in which compliance is achieved within 120 days of unfavorable decision **4**
- r. Number of Litigation matters closed by dismissal. **11**
- s. Number of Litigation matters closed by settlement. **1**
- t. Number of Litigation matters closed by withdrawal. **3**
- u. Number of Public Employee Relations Board matters opened. **44**
- v. Number of Public Employee Relations Board matters closed by decision and order. **7**
- w. Number of Negotiation matters going to Impasse/Interest Arbitration. **1**
- x. Number of Negotiation matters involving Negotiability Appeals. **1**
- y. Number of CBA negotiations successfully resolved either solely by the parties or through mediation without escalating to interest arbitration. **2**

55. In 2025, how many total cases went before the Public Employee Relations Board, American Arbitration Association, Federal Mediation and Conciliation Service, and DC Courts?

**Response:** FMCS – 11 cases opened in FY25; AAA – 6 cases opened in FY25; and PERB – 44 cases opened in FY25

The D.C. Office of the Attorney General (OAG) represents District agencies before the D.C. Courts. Accordingly, OLRCB does not track D.C. court cases in which OAG represents a District agency, including cases that appealing a D.C. Public Employee Relations Board decision or cases in which a District agency files a motion to permanently stay arbitration or opposes a motion to compel arbitration.

56. Please list pending litigation matters, and the tribunal (PERB, AAA, FMCS, DC Courts) the litigation is pending before.

**Response:** Please see attachment labeled: Q.56 OLRCB Litigation & Related Matters

Please note that the D.C. Office of the Attorney General represents District agencies before the D.C. Courts. Accordingly, OLRCB does not track D.C. court cases in which OAG represents a District agency, including (1) cases involving an appeal of a D.C. Public Employee Relations Board decision or (2) cases in which a District agency files a motion to permanently stay arbitration or an opposition to a motion to compel arbitration.

57. When OLRCB has litigation before DC Courts, which attorneys represent management? (Inquiring whether attorneys are OLRCB staff or outside counsel).

**Response:** The Office of the Attorney General represents the District Government and District agencies before DC Courts. This representation includes appeals of cases in which OLRCB represented the District Government or a District agency before an arbitrator or the D.C. Public Employee Relations Board.

## **D. Training**

58. Please share the number of opened and closed advisement requests received by the agency in 2025. From which agencies were they received, and on what general issues?

**Response:** OLRCB had 44 Advisement requests opened in FY25, of with 28 were closed. We received Advisements from the following 26 agencies: DOH; DHCF; DHCD; OCA; DCOP; DOB; OUC; DBH; OAH; DOEE; DCPS; DLCP; DYRS; DFS; DCOZ; DFHV; DHS; OCP; OSSE DOT; DDS; DCPL; CFSA; OCME; DCOP; DPW; and DMV. Some of the General issues covered were: Disciplinary actions; Employee Performance; Benefits Administration; Reduction in Force; Union dues processing; Desk Audits; Compensation matters; Union Recognition; Classification issues; Leave management; Managing official time usage; Grievances; and Compliance.

59. How many site visits has the agency conducted to educate executive teams and upper management in 2025?

**Response:** OLRCB facilitated 10 site visit training sessions in FY25. Five sessions were on “Managing in a Unionized Environment;” three sessions were on “Progressive Discipline;” one session was on “Understanding Douglas Factors;” and one session was on “Weingarten Rights.”

60. Has the agency conducted site visits, training, or education specifically for union leaders and members about the provisions of their collective bargaining agreements?

**Response:** OLRCB does not train union leaders or its members on provisions of the collective bargaining agreements.

61. If training was mandated for union members and leaders to better understand their CBAs, list topics that should be discussed and explained?

**Response:** The following topics should be discussed and explained with union members and leaders to better understand CBAs:

1. Union Rights and Responsibilities
  - a. Official Time (to include the correct use of the Official Time Report)
  - b. Leave Abuse
2. Discipline
3. Inclement Weather Conditions
4. Grievance Procedure
5. Types of Premium Pay (Overtime, Administrative Closings, etc.) and when they apply
6. The CBA Negotiation Process from Preparation through Implementation

62. Explain the agency's project to publicize District government labor regulations and rules and formalize policies and procedures. The agency had a proposed completion date of September 30, 2025, provide the status, and the agency's plans to conduct outreach?

**Response:** OLRCB's plan to promulgate and implement labor regulations and rules is purposed to fulfill its mission to provide the most effective and comprehensive labor management program for the District. Clear regulations, rules and policies are necessary to guide collective bargaining, establish uniform procedures, and address recurring procedural gaps that arise in litigation—such as requirements for serving District government agencies, etc. Without defined rules, agencies and unions face uncertainty, delays, and inconsistent outcomes. By formalizing procedures and expectations, OLRCB promotes transparency, efficiency, and fairness in labor-management relations while ensuring the CMPA is implemented as intended. OLRCB will engage its District government agency partners and key labor partners to identify areas where labor rules are necessary. We will review the matters involving District obligations under the CMPA, collective bargaining agreements (CBAs) and gap areas in current labor law, policies and procedures that hinder growth and expansion of the labor relations program from management's perspective. Through this collaborative approach, OLRCB will draft proposed regulations and rules as needed and circulate them by publishing in the DC Register for the mandated comment period. After the agency collects and considers the public comments, changes may be made. If the changes are substantial, the agency will publish the revised proposed rulemaking for additional public comment. If no substantial changes are made, OLRCB will move to the final rulemaking process, get all the necessary approvals and then publish the adopted final rule in the DC Register. While OLRCB initiated this project in FY25, it is ongoing, with a projected completion date of FY27.

63. Are there any new developments conducted by the agency to update the Council?

**Response:** OLRCB publicized the District government labor regulations and rules project during our quarterly Labor Liaison Forums where a mixture of Labor Liaisons, HR staff, and General Counsels, from every District agency, came together to enhance their knowledge of the District's Labor Relations program. Additional outreach took place during our monthly attorney cluster meetings where OLRCB Attorney Advisors provided comprehensive responses to questions regarding all aspects of the labor relations program, provided case studies, and discussed pertinent data in real-time.

The agency also reconstituted its Training Unit in FY25, ushering in a proactive approach to Labor Relations in the District. Through this outreach, we educated agencies on the provisions of the various articles in their respective Collective Bargaining Agreements.

There were six training courses available for District agencies to request:

- Basic Labor Relations
- Impact and Effects Bargaining
- Managing in a Unionized Environment
- Progressive Discipline
- Understanding Douglas Factors
- Official Time and Documentation