



Office of Labor Relations and Collective Bargaining (OLRCB) – AE

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(202) 724-4953

<http://oca.dc.gov/page/office-labor-relations-and-collective-bargaining>

Central Purpose

- The Office of Labor Relations and Collective Bargaining (OLRCB) represents the Mayor and all District agencies under the direct personnel authority of the Mayor in collective bargaining for compensation and working conditions issues; representing District management before the Public Employee Relations Board (PERB) in representations, unit determination and unfair labor practice cases, negotiability and arbitration appeals, and impasse proceedings; and, developing and presenting cases before third party neutrals in grievance and interest arbitration proceedings. OLRCB also helps drive implementation of workforce programs such as incentives (e.g., commuter benefit, home purchase), training (e.g., safety), structural reforms (e.g., retirement, compensation/classification), reductions in force, and union dues administration.¹

Key Facts

- Seventy five percent of the District's employee population of approximately 33,000 is represented by a labor organization. They are covered by 42 collective bargaining agreements. OLRCB is composed of four units: Negotiations and Contract Administration, Litigation, City-wide Initiatives and Administrative Support. Collective bargaining also affects non-organized employees because non-union compensation historically has been influenced by compensation negotiations with labor organizations.

Goals/Performance Measures

- Negotiate and renegotiate agreements in a timely fashion; reduce litigation costs; and move cases through the arbitration process in a more expeditious manner.

Programs/Services

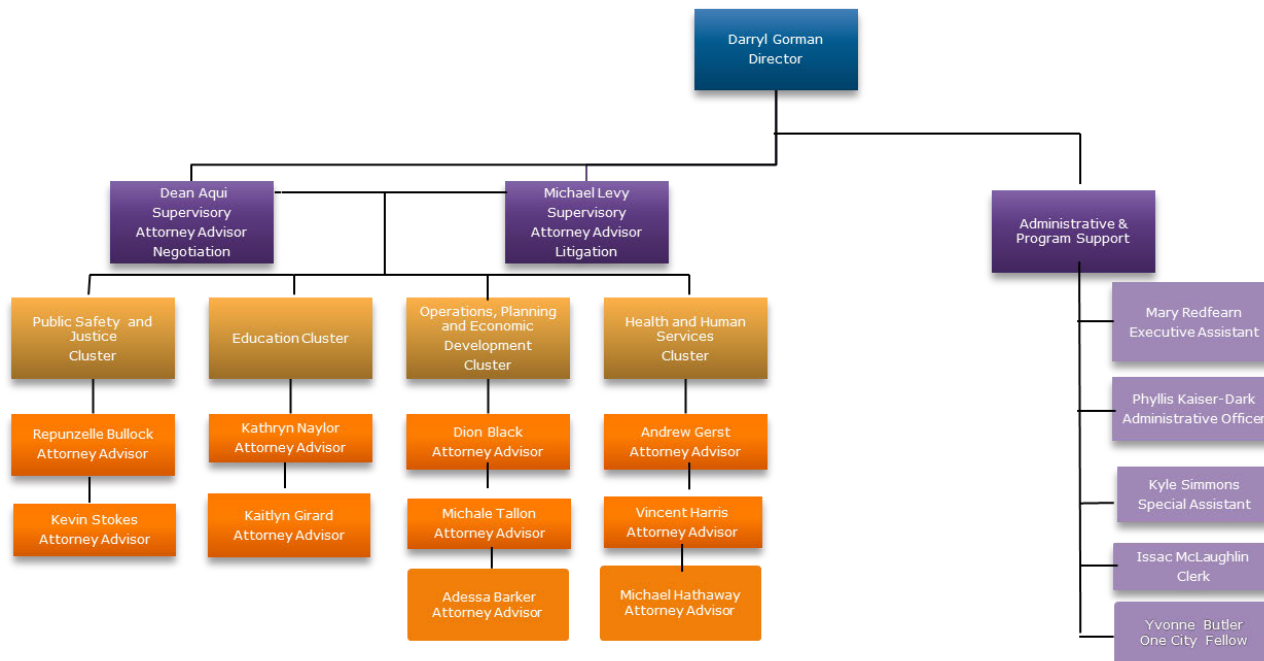
- Advising the Mayor and District departments, offices and agencies concerning all aspects of labor relations;
- Representing management before the Public Employee Relations Board in representation matters, unit determinations, unfair labor practices, negotiability appeals, arbitration appeals and impasse 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 of 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;
- Training labor liaisons, managers, supervisors and management officials concerning their rights and obligations under the Comprehensive Merit Personnel Act (CMPA) and applicable labor law, policies and procedures, collective bargaining agreements; and
- Preparing or reviewing legislation modifying the labor relations program, or considering labor relations impact of other legislation proposals on behalf of the Mayor.

First Quarter CY2015 Hot Button Issue(s)

- Assisting in the implementation of the Classification and Compensation reform project;
- Negotiating the firefighters and nurses agreements;

¹ OLRCB is an office within the Office of the City Administrator (OCA). A separate report is also included for OCA.

Organization Chart



Boards and Commissions relevant to the agency (if any)

| Board Name | Name of Chairperson | No. of Members |
|---------------------------------|---------------------|----------------|
| Public Employee Relations Board | Charles Murphy | 5 |

Budget FY2015

| | |
|--------------|---------------|
| Total Budget | \$ 1,948,796* |
|--------------|---------------|

*This figure represents OLRCB's budget which exists within the OCA budget.

No. of Employees

| | |
|---------------------|-----|
| Current No. of FTEs | 17* |
|---------------------|-----|

*This figure represents OLRCB's FTEs which exists within the OCA budget.

Union Representation

| Union(s) | Union Representative | No. of Members |
|----------|----------------------|----------------|
| N/A | | |

Facility Location(s)

| Facility Name / ID | Address | Zip Code | Ward | Main Phone No. |
|---|---|----------|------|----------------|
| Office of Labor Relations and Collective Bargaining (OLRCB) | 441 4 th Street, NW, Suite 820 | 20001 | 2 | (202) 724-4953 |
| Customer Service Center | 441 4 th Street, NW, Suite 820 | 20001 | 2 | (202) 724-4953 |

Key Projects/Initiatives

| Project/Initiative Name | Brief Description | Delivery Date |
|--|--|---------------|
| Classification and compensation reform | The purpose of this reform is to replace the District's current classification and compensation system with a completely new and more modern system that supports achievement of the District's strategic goal to recruit, manage and retain a talented workforce. | 12-2014 |

Capital Program(s)

| Project Name | Budget ID | Funding Source | Project Budget | Current Balance | Delivery Date |
|--------------|-----------|----------------|----------------|-----------------|---------------|
| N/A | | | | | |

Important/Significant Dates

| Event | Brief Description | Delivery Date |
|-----------------------------|---|---------------|
| Labor-Management Conference | This conference will bring together key stakeholders in the labor relations arena such as the Federal Mediation and Conciliation Service, arbitrators, unions and management to share developments in the law and review best practices in the field. | 09 – 2015 |
| Labor Liaison Forum | Training for agency labor liaisons on litigation trends and statistics, new case and legal developments and proposed DPM revisions | 12 – 2014 |

Key Contracts

| Project Name | Vendor Name | Total Contract Value | Contract Term |
|--------------|-------------|----------------------|---------------|
| N/A | | | |

Key Agreement(s) / Memorandum(s) of Understanding

| Project Name | Brief Description | Agreement Term |
|--------------------------------|---|---------------------------|
| Not-for-Profit Hospital Center | OLRCB was retained to negotiate four collective bargaining agreements and provide related labor relations services. | 10-2014 to 10-2015 |
| OSSE | | Currently being finalized |
| UDC | | Currently being finalized |
| DCPL | | Currently being finalized |
| OAH | | Currently being finalized |

Grant(s) Awarded (or Pending Award) to Agency

| Grant Name | Name of Grantor | Total Grant Amount | Current Grant Balance | Grant Expiration |
|------------|-----------------|--------------------|-----------------------|------------------|
| N/A | | | | |

Active Litigation(s)

| Project Name | Brief Description |
|--------------|-------------------|
| [REDACTED] | [REDACTED] |
| [REDACTED] | [REDACTED] |

Consent Decree(s)

| Project Name | Brief Description | Agreement Term |
|--------------|-------------------|----------------|
| N/A | | |