

June 14, 2021

**Chairperson Elissa Silverman
Committee on Labor and Workforce Development
Budget Oversight Hearing – Department of Employment Services
June 9, 2021**

Chairperson Silverman,

My name is Elinor Bacon, President of ER Bacon Development. My company is a partner of Hoffman-Madison Waterfront (HMW), Developer of The Wharf. In this role, I am primarily responsible for community outreach and engagement, tracking of and compliance with our DC business utilization and workforce and hiring requirements, and oversight of our various workforce programs. On behalf of HMW, I submit this testimony as part of the DC Council Committee on Labor and Workforce Development’s Budget Hearing on the Department of Employment Services (DOES).

HMW has worked closely with DOES since we first were first selected by the District of Columbia to redevelop the Southwest Waterfront in 2007. It has been my honor and privilege to lead our partnership’s workforce program that includes management of the First Source Agreement between HMW and DOES.

We have been extremely pleased with the relationship with DOES, its Director, Dr. Unique Morris-Hughes, and staff in all areas. We are proud of the accomplishments of our construction contractors, as well as our operator/managers, in close partnership with DOES, as we strive to meet or exceed the requirements of the First Source Program.

Currently, Phase 2 construction - with **262 new DC hires, 53% of total** - has exceeded the First Source hiring goal of 51% DC residents. To date, including Phase 1 and 2, The Wharf has achieved the following:

<i>Category</i>	<i>Total</i>	<i>%</i>	<i>Goal</i>
Construction			
DC Hires	890	50%	51%
Ward 8 Hires	239	27%	20%
Operations			
DC Hires	519	59%	51%

We have appreciated the attention given to The Wharf by DOES Directors and their staffs over the years. We have found DOES to be both thorough in its monitoring of our First Source Agreement and other workforce requirements, and responsive to our questions, concerns, and requests for assistance.

DOES Directors and staff also have been supportive of the innovative efforts of HMW, as developer, as well as our contractors, managers, operators, and retail tenants, to maximize the hiring of DC residents. Dr. Morris-Hughes is continuing that relationship and has taken it to a new level.

In demonstration of the HMW commitment to maximize opportunities for DC residents, HMW developed a partnership between The Wharf; DOES; DC Workforce Investment Council; the Community Services Agency of the Metropolitan Washington Council, AFL-CIO, and its Building Futures Construction Pre-Apprenticeship Training Program; DC Housing Authority (DCHA); and CSOSA (Court Services and Offender Supervision Agency). This program has resulted in 87 Building Futures graduates, including public housing residents and returning citizens referred by DCHA and CSOSA, being awarded jobs and apprenticeships with Wharf contractors.

HMW wishes to highlight another creative workforce program we have developed, in partnership with DMPED, DOES and our community-based non-profit partners, using the \$1million HMW contributed to the District for workforce intermediary programs as part of our Land Disposition Agreement. The Wharf Workforce Program is now fully operational and includes the following:

Pre-apprenticeship construction training – **Building Futures**
Culinary training, recruitment, placement, follow up services – **DC Central Kitchen**
Hospitality training, placement, follow up services – **Goodwill of Greater Washington**
Internships for DC residents with Learning Disabilities – **Broad Futures**
High School Construction Training – **DC Students Construction Trades Foundation (DCSCTF)**. In partnership with Phelps Academy and Jefferson School, DCSCTF will design and build an Outdoor Learning Center at Jefferson, across from The Wharf.

The Wharf Workforce Program Accomplishments to Date

Total DC Residents Served to Date:	430
Total Placements at Wharf:	157
Total Placements Elsewhere:	252

HMW believes that relationships such as we have developed with DOES and DSLBD, where to date a total of **\$579 million, 49.8% of total expenditures for goods and services, has gone to Certified DC Businesses**, as well as with other District Agencies must start at the top, and so we greatly value the time and commitment of Dr. Morris-Hughes personally in working with the entire Wharf team, as well as the tireless effort and support of her excellent leadership team and staff.

Hoffman-Madison Waterfront, led by Monty Hoffman, Hoffman & Associates, Managing Member of HMW, has made clear to all our contractors, operators and managers that compliance with The Wharf's extraordinary community benefits, including First Source, which are incorporated in our Land Disposition Agreement, is both a requirement and fundamental to the spirit of our work to redevelop the Southwest Waterfront.

We are proud of what we have accomplished in partnership with DOES and look forward to completing

construction of The Wharf Phase 2, achieving our First Source goals, and successfully complying with First Source during the first five years of operations of each phase.

Thank you for the opportunity to submit this testimony.

Elinor Bacon, President, ER Bacon Development, LLC
Partner, Hoffman-Madison Waterfront, Developer of The Wharf



**Written testimony submitted on behalf of the
Fair Taxes and Public Deals Issue Group of the Fair Budget Coalition
At the Budget Oversight Hearing on the
Committee on Labor and Workforce Development
June 9, 2021**

As a group specializing in tax policy, with a laser focus on the role that taxes play in racial justice, the Fair Taxes and Public Deals Issue Group of the Fair Budget Coalition is deeply concerned that the Mayor proposed raiding the Paid Family & Medical Leave (PFML) \$400 million surplus to pay for tax cuts benefitting profitable corporations and to shore up the Unemployment Trust Fund. Giving businesses an across-the-board payroll tax cut, regardless of need, pulls \$168 million away from PFML benefits for workers and directs it to owners and shareholders, including corporations seeing huge profits. This surplus belongs to workers, not business owners. We oppose such an ill-advised transfer of worker benefits.

The money collected through the PFML fund should be used as it was intended: for the health and safety of workers. We support the proposed \$15 million allocation for excluded workers and \$46 million to expand benefits for prenatal care and survivors of domestic violence. However, in addition to rejecting the payroll tax cut, we also reject using \$114.5 million of the surplus to shore up the Unemployment Insurance Trust Fund to avoid more loans—a particularly shortsighted choice given employers [wouldn't have to repay](#) the principal on these loans through higher federal taxes until the end of next year.

An untargeted tax break is unnecessary and wasteful. We urge the Council to reject the Mayor's proposal to raid the PFML fund for these purposes and instead use the funding to expand paid leave benefits. We're calling for a one-year expansion of medical and family caregiving leave to 8 weeks, to match the 8 weeks currently given for parental leave.

The paid family and medical leave tax is very modest: it's a 0.62% payroll tax. That's just over one-half of one percent. And since it's based on payroll, many businesses that laid off employees during the pandemic have probably already paid less in taxes than they anticipated. The Mayor's proposed payroll tax cut disproportionately benefits the largest corporations in the District - it is unnecessary and wasteful.

The Fair Budget Coalition Tax Issue Group has a [platform](#) to begin the process of transforming our racially unjust tax code into a more equitable system that raises the revenue adequate for the needs of all our people. We urge you to restore funding to Paid Family & Medical Leave, and we urge you to center tax justice in support of racial justice.

**Testimony of Gail Lelyveld, Jews United for Justice leader
to the Committee of Labor and Workforce Development
June 9, 2021**

Good afternoon Councilmember Silverman and members of the committee. My name is Gail Lelyveld. I live in Tenleytown in Ward 3. I am a member of Jews United for Justice, a community of Jews and Allies working for social, racial, economic justice in the District of Columbia area. I am writing to ask you to reject Mayor Bowser's suggestion to make major cuts to the Family and Medical Leave Fund. I want you to use the surplus in the Paid Family and Medical Leave fund to expand paid family leave benefits. We're calling for a one-year expansion of medical and family caregiving leave to 8 weeks, to match the current 8 weeks given for parental leave. We also support the use of funds to support excluded workers.

As a Jewish woman, I was taught that each person has value and dignity. In a just world, each person would have all the resources they need. This is called *dei machsoro*. We all have to work to be sure that every person has the resources they need, that there is *dei machsoro* for everybody. As the Jewish scholar, Hillel said, "If not now, when?"

For 2 years I was getting immunotherapy for melanoma. It was great stuff, the same as Jimmy Carter had for his cancer. I am stable now. I've been stable for 2 1/2 years. I was in retirement at the time. I wonder what it would have been like if I had been working. It might have meant not having the money to pay for treatment, transportation, or other necessity. Because of structural racism, and especially in this pandemic year, low-income workers and Black and brown families face even bigger challenges. My job could have been at stake. The tax cuts for businesses, especially big businesses, will not help the people who really need Paid Family and Medical Leave. I hope that Councilmembers will use the surplus of the Paid Family and Medical Leave to build and improve benefits. Thank you for reading my testimony.



SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

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President

MANNY PASTREICH
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District of Columbia FY 22 Budget – Paid Family and Medical Leave

Jaime Contreras, Vice President and Director, Capital Area District, 32BJ SEIU

June 15, 2021

Chairman Mendelson and Councilmembers, thank you for the opportunity to submit testimony on behalf of the union's 20,000 members in the D.C. Metropolitan Area, the majority of whom work or live in the District. My name is Jamie Contreras and I am a Vice President of SEIU 32BJ.

We are distressed to learn that the Mayor's budget cuts a \$400 million surplus from the Paid Family and Medical Leave program to pay for various programs, many of which have little to do with Paid Family and Medical Leave.

As we slowly begin the recovery from the COVID-19 pandemic, we call on the Council to fully support this valuable program and to reject the proposed cuts. Any surplus in the Paid Family & Medical Leave program should be reinvested in what the program was designed to provide: leave benefits for workers.

We call on the Mayor and the Council to use any surplus to reinvest in the program by increasing benefits. We join the DC Paid Family Coalition in calling for a one-year expansion of medical leave and family caregiving leave (to take care of a family member) to 8 weeks – to match the 8 weeks given for parental leave. Currently, the program only pays for 2 weeks of personal medical leave. Expanding leave would also help us achieve a more equitable recovery from the pandemic.

We also join the coalition in calling for four important changes to the rules, to ensure that all eligible people can take advantage of the program:

- Ensure that workers have job protection so that they can actually take paid family leave. DC should match federal law and so that workers who were laid off and then hired back by the same company have job protection to take their paid leave.
- Change the program so that people do not have to be currently employed in order to access paid leave. So many people have lost their jobs this past year – they should not lose access to the paid family and medical leave that their former employers already paid for on their behalf.
- Protect workers who lost jobs or income during the pandemic. The Paid Family Leave program should look back for a longer time period and base leave benefit amounts on earnings from the highest quarters. This would protect workers from losing their access to their paid family and medical leave benefits if – like so many – they had no or low income during the pandemic.
- Make it easier for workers to receive paid leave by reducing the 7-day waiting period and apply for leave that they have already taken.

Thank you for your consideration of these recommendations.

TECHNICAL RESPONSE ACT



Councilmember Silverman
Councilmember Charles Allen
Councilmember David Grosso
Councilmember Kenyan McDuffie
Councilmember Robert White

Dear Councilmember Silverman, Chairperson

My Name is Kevin Pryor and I am the owner of Community Tech LLC. We are a technical resource center that focuses on access, training and opportunities. Our moto is "Advancing Communities Through Technology. We have served district residents since 2014 and have certified over 250 people in information technology careers.

Working with DOES has provided a wide age range of participants from 22-64 with a wide range of technical skills. From SYEP to Project Empowerment, DOES has provided a bridge into the digital divide. Within this year we have trained over 125 participants in our digital literacy class and provide the same amount in touchscreen laptops to all participants who completed the training. We have also developed a laptop refurbishment program where A+ tech utilize their training and knowledge to prepare laptops for returning citizens. This ecosystem of doers and learners has created a harmonious environment for all involved.

Working with DOES in this capacity has formed a technical outlet for our community residents to gain and obtain the technical skills needed to secure employment. Understanding some of the barriers faced with no technical experience we are in the process of setting up short term technical internships and resource centers in every Ward.

Expanding the capacity widens the bridge. This is how we overcome the digital divide. Please feel free to contact me.

Thank you for the time.

Sincerely,
Kevin Pryor

CONTACT

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**Written Testimony
Committee on Labor and Workforce
Councilmember Silverman, Chair**

By Lori Kaplan, Chair, Coalition for NonProfit Equity

June 15, 2021

Chair Silverman and members of the Committee on Labor and Workforce,

My name is Lori Kaplan and I serve as the Chair of the Coalition for Nonprofit Equity representing approximately 600 nonprofit organizations receiving grants and contracts in the District of Columbia. I am writing this testimony regarding the DOES FY 22 budget.

Several months ago the Council of the District of Columbia passed Law 23-185, the **Nonprofit Fair Compensation Act of 2020** and **Law 23-149, the FY21 Budget Support Act of 2020**. The Nonprofit Fair Compensation Act of 2020 ensures that the District of Columbia government is paying the negotiated indirect cost rate to nonprofit organizations on contracts and grants. The Budget Support Act requires OCP to complete a study to determine how District of Columbia agencies are currently addressing indirect costs utilizing both federal and appropriated funding to the nonprofit community.

I am here today to request your oversight to ensure that DOES understands these new requirements and is prepared to implement them during contract negotiations as required by the legislation. The full payment of indirect costs by DOES is critical to the delivery of the highest level employment and training services to our city's residents. Specifically we want to ensure that DOES is prepared to implement payment of indirect cost rates on both federal and appropriated funds.

One key aspect of the Non Profit Fair Compensation Act, the payment of indirect rates when the originating source of the funds are federal, is authorized to begin in the current fiscal year with continued implementation regarding appropriated funds to begin in FY22. WIOA funds are federal and negotiated indirect cost rates should be paid on these contracts. Beginning in FY22 DC Government appropriated employment and job training funds are also required to pay indirect costs to nonprofit contractors.

With the passage of the NonProfit Fair Compensation Act of 2020, the District of Columbia has become a leader in the country ensuring that the nonprofit sector, like the private sector, will be compensated for its true indirect costs related to every service deliverable and outcome. The Coalition is grateful to the District for passing the above Acts, and our nonprofit community is eagerly awaiting their full implementation.

The National Council of Nonprofits notes chronic underspending on nonprofits' government grants and contracts *erodes* provider efficiency and effectiveness and not covering indirect costs *reduces* network efficiency and effectiveness. The solutions are the application of the 2014 Office of Management and Budget (OMB) Uniform Guidance's common set of rules for nonprofit indirect cost reimbursement and pass-through funding, as well as new local law on the creation and application of an indirect cost rate for nonprofits, including those who do not contracts with the federal government.

The Coalition on Nonprofit Equity is not sure DOES had been paying negotiated rates on their federally funded contracts and is prepared to implement the law in FY22. In addition, DOES staff must be trained to understand the new law so that it will be honored during contract negotiations.

We are hopeful that DOES will be in full compliance with the law in support of the work of the nonprofit sector. Thank you for this opportunity to provide these remarks for the hearing record.

**Testimony of Rebecca Barson, MPH, Jews United for Justice leader
to the Committee on Labor & Workforce Development
Hearing Date: June 9, 2021
Submitted: June 15, 2021**

Thank you to the Committee for allowing me the opportunity to provide written testimony. My name is Rebecca Barson, and I live in Woodley Park in Ward 3. I serve as co-chair of the DC Leadership Council of Jews United for Justice, a community of thousands of Jews and allies committed to advancing social, racial, and economic justice in DC. I am providing testimony to **strongly urge** the Council to reject Mayor Bowser's proposal to use the surplus in the Paid Family and Medical Leave Fund to provide tax cuts to businesses and instead to use it to expand paid family leave benefits, as well as to support excluded workers. I am also urging support of four programmatic changes to the program that would allow all eligible workers to make use of the program. As both a public health professional and someone who has experienced health issues and who cares deeply about racial and economic justice, I know that strengthening DC's Paid Family and Medical Leave program is crucial for advancing a just pandemic recovery in the District.

As a self-employed individual, DC's Paid Family and Medical Leave program is my safety net for family and medical leave, and I have testified many times in the past several years in support of the program. And while I strongly support the program, I was disappointed when the program was enacted with many fewer than the 16 weeks of paid parental, family caregiving, and personal medical leave originally proposed. I was and remain concerned that only two weeks of personal medical leave are provided. I suffer from chronic migraines, which have become more and more resistant to treatment over time. So far, I have been able to manage my illness with a flexible work schedule due to my self-employment, but I often worry about what would happen if I need to take more significant time off from work because two weeks of paid personal medical leave is likely to be insufficient.

I am personally outraged that the Mayor's budget cuts what she is calling a \$400 million surplus from the Paid Family and Medical Leave program – to implement a tax cut that would overwhelmingly benefit the largest corporations in the District, and to pay for a variety of other things, many of which have little to do with Paid Family and Medical Leave. Any surplus in the Paid Family and Medical Leave program should be reinvested in what the program was designed to provide: leave benefits for workers. The Paid Family and Medical Leave program is not over-funded; rather, it under-provides benefits. I strongly urge the Council to reject the Mayor's proposed tax cuts and to use any surplus to expand benefits. Specifically, the DC Paid Family Coalition is calling for a one-year expansion of medical leave (to take care of yourself) and family caregiving leave (to take care of a family member) to 8 weeks – to match the 8 weeks given for parental leave. Currently, as mentioned, the program only pays for 2 weeks of personal medical leave. If we are serious about an equitable recovery from the pandemic, it is critical to expand medical leave. I also support the use of funding from the Paid Family Leave Fund for Excluded Workers.

I also support four changes to the Paid Family and Medical Leave program rules in order to ensure that all eligible people can take advantage of the program. Specifically, in line with the recommendation of DC Paid Family Coalition, I urge the Council to:

1. Ensure that workers have job protection so that they can actually take paid family leave. DC should match federal law so that workers who were laid off and then hired back by the same company have job protection to take their paid leave.

2. Change the program so that people do NOT have to be currently employed in order to access paid leave. So many people have lost their jobs this past year - they should not lose access to the paid family and medical leave that their former employers already paid for on their behalf.
3. Protect workers who lost jobs or income during the pandemic. The Paid Family Leave program should look back for a longer time period and base leave benefit amounts on earnings from the highest quarters. This would protect workers from losing their access to their paid family and medical leave benefits if – like so many – they had no or low income during the pandemic.
4. Make it easier for workers to receive paid leave by reducing the 7-day waiting period and apply for leave they have already taken.

In short, I hope the Committee and the Council will reject the Mayor's proposed tax cuts for business; use the surplus in the Paid Family and Medical Leave to expand paid family leave benefits; and make important programmatic changes to ensure that everyone who is eligible can make use of the program. Thank you for your consideration.

**COUNCIL OF THE DISTRICT OF COLUMBIA
COMMITTEE ON LABOR AND WORKFORCE DEVELOPMENT
AGENDA AND WITNESS LIST**

1350 Pennsylvania Avenue, NW, Washington, DC 20004

**CHAIRPERSON ELISSA SILVERMAN
COMMITTEE ON LABOR AND WORKFORCE DEVELOPMENT**

ANNOUNCES A BUDGET OVERSIGHT HEARING

Department of Employment Services

Friday, June 11, 2021, 9:30 a.m. (Government witnesses)

Virtual hearing via Zoom

Broadcast on Facebook Live <https://www.facebook.com/CMElissaSilverman>.

AGENDA AND WITNESS LIST

I. CALL TO ORDER

II. OPENING REMARKS

III. WITNESSES

1. Dr. Unique Morris-Hughes, Director, Department of Employment Services

IV. ADJOURN

**GOVERNMENT OF THE DISTRICT OF COLUMBIA
DEPARTMENT OF EMPLOYMENT SERVICES**



Fiscal Year 2022
Budget Oversight Hearing

Testimony of
Dr. Unique Morris-Hughes
Director

Before the
Committee on Labor and Workforce Development
Council of the District of Columbia
The Honorable Elissa Silverman, Chairperson

June 11, 2021
9:30 AM
Virtual Meeting Platform
John A. Wilson Building
1350 Pennsylvania Avenue, NW
Washington, D.C. 20004



Good morning, Chairperson Silverman, members of the Committee on Labor and Workforce Development, committee staff, and everyone watching. I am Dr. Unique Morris-Hughes, Director of the Department of Employment Services (DOES), and I am pleased to testify before you today on Mayor Bowser's proposed Fiscal Year 2022 (FY22) Budget and Financial Plan.

Last month, Mayor Bowser presented her FY22 budget, entitled "A Fair Shot", which makes significant investments to provide relief, recovery, and growth for residents and businesses across all eight wards. At a time when the District still faces significant uncertainty, this budget continues the Mayor's mission to give District residents of all backgrounds and in all stages of life a fair shot by investing in health care, housing, opportunity, prosperity, and equity. This budget provides our residents with hope as we continue to overcome the recent economic and public health emergency.

The Mayor's FY22 fair shot budget makes historic investments in supportive services and programs that increase the quality of life for all District residents. Along with the DOES specific funding that I will discuss today, Mayor Bowser is investing in the supports necessary to create a just recovery, including:

- \$400 million to the Housing Production Trust Fund and \$42 million for project-sponsor vouchers to make housing deeply affordable to low-income residents;
- \$29 million to reimagine work-based learning in our high schools over the next three years; and
- \$11 million to support returning citizens with cash assistance, financial coaching, and peer navigators as they transition back into the community.

While each District agency has its own individual budget hearing, the overall budget is deeply interconnected and directly impacts the lives of residents. Investments across the budget, combined with those specifically targeted towards DOES' workforce development goals, help move the District forward and will help provide residents with a fair shot.

The Mayor's FY22 budget provides DOES with the resources needed to assist in the recovery and create growth opportunities for an equitable recovery across all eight wards and to take the next steps in implementing our "Vision Forward" plan for promoting the District's human capital; aligning workforce and education; creating equity and access; achieving excellence in service delivery; operating smart and effective systems; and providing best in class customer service.

Promote the District's Human Capital

To promote the District's human capital, the DOES budget includes significant federal funding for training to help residents fill high-demand jobs that will be essential as our economy recovers. Specifically, aligned with the District's overall inclusive workforce recovery strategy, the budget includes key increases for expanding paid opportunities to learn at work and an employer-driven training system:

- \$42,689,759 to expand subsidized employment through Project Empowerment and training through adult apprenticeship, youth apprenticeship, DC government apprenticeship opportunities, and the DC Infrastructure Academy.
- \$5,942,674 for a Rapid Reskilling Fund to provide 700 residents without a bachelor's degree the opportunity to pursue training programs for high-demand occupations, which

will create a surge in the credentialing necessary to fill high-demand occupations at a time of increased need.

Additionally, through the Coronavirus Relief funds from the American Rescue Plan Act, \$3,802,548 will be added to expand Project Empowerment as part of Building Blocks DC to provide tailored support and workforce opportunities. These investments in transitional employment and workforce programming focus on providing opportunities to residents hardest hit by the pandemic and demonstrate the Mayor's commitment to equity and ensuring DC residents have the support they need to re-enter the workforce. Through our support, District residents will be ready for the new jobs created by our economic recovery.

Align Workforce and Education

The local budget continues the Mayor's commitment to training and education with an increase of \$120,000 to support the Gender and Racial Equity Construction Apprenticeship Programs. The local fund proposal also includes a one-time increase of \$116,500 for the local match for the Federal Apprenticeship Expansion grant. This funding expands apprenticeship programs to include historically underrepresented groups, encouraging more District residents to take advantage of these programs. Additionally, \$6,453,755 is invested to add 4,200 seats to the Marion Barry Summer Youth Employment Program for FY22 as part of our Earn and Learn model.

Achieving Excellence in Service Delivery

DOES also remains committed to achieving excellence in service delivery. Our proposed local funds budget also includes an increase of \$160,000 for the First Source Online Registration and Reporting System (FORRS). As you are aware, the FORRS system is used to track First Source

projects and compliance. The upgrades funded through this budget will provide DOES staff and contracting agencies with greater tracking and monitoring capabilities to ensure that First Source projects remain compliant.

Operate smart and effective systems

Along with the customer focused system changes I've already mentioned, the proposed budget also includes two capital investments that will increase the agency's efforts to operate smart and effective systems. First, \$580,000 is being provided to support the ongoing DataWorks project. DataWorks is a multi-year project to improve, standardize, and modernize DOES' data management and data use practices. And second, the capital budget also includes a \$2,300,000 investment to condense multiple youth program operating systems into one centralized easy to use interfacing web tool. The benefits of this will include increased productivity, a more user-friendly experience for youth and their parents, and greater compatibility across mobile devices.

Additionally, \$1,735,000 in capital funding is being invested to replace outdated network infrastructure through the DOES headquarters building. The infrastructure will support the growing number of wireless devices used by staff and customers at DOES in trainings and meetings and allow for increased efficiency.

Provide Best in Class Customer Service

As part of our commitment to best in class customer service and our understanding that many of our residents are still struggling with the impacts of the public health emergency, DOES continues its work to modernize our unemployment systems. The tax system modernization is continuing and we will be conducting user acceptance testing this summer with the goal of

launching the new system in the early fall. On the benefits modernization side, our team completed the technical evaluation panel review of the contract bids in February and made a contractor selection. The proposed contract with the selected vendor, Geographic Solutions, Inc., was filed on May 28, 2021 and is pending Council approval.

Budget Support Act

In addition to the budget proposal, the Mayor has also proposed three vitally important budget support act subtitles related to DOES.

The first, the Apprenticeship Fines subtitle, would change the law to direct the funds collected from fines of contractors and subcontractors that do not comply with the District's apprenticeship program requirement to DOES. Through this change, the fines can be used to expand our apprenticeship program and serve more District residents.

The other two subtitles address the Paid Family Leave Fund ("the PFL Fund"). Working with the Office of the Chief Financial Officer (OCFO), the District has identified a \$400 million surplus in the PFL Fund through fiscal year 2022. COVID-19 has changed our world and forced us to rethink the work that we are doing. As DOES does our part to promote and ensure an equitable and inclusive economic recovery, we felt it was important that we take a balanced approach to utilizing this surplus and recommend policies to support families as they recover and return to work as well as supporting businesses impacted by the pandemic. As a result, the Mayor has created a coordinated and comprehensive policy proposal grounded in maternal health and providing benefits to District residents that need them. We are proud of the how these budget support act proposals would utilize this surplus to:

- Expand paid family leave benefits for District workers,
- Provide District businesses an important tax break as they continue to recover,
- Bolster our depleted unemployment trust fund, and
- Re-allocate money to the general fund to allow for innovative recovery programs.

More specifically, the subtitle would amend the Universal Paid Leave Amendment Act to dramatically expand benefits for our District employees by creating two new benefit categories: prenatal leave and leave for recovery from domestic violence, sexual abuse, or stalking.

First, the new prenatal leave benefit would provide pregnant women with two additional weeks of leave prior to the birth of their child. Notably, pregnant women would be able to use these two weeks *in addition* to the eight weeks of leave they are currently entitled to for bonding after the birth of their child.

Second, the leave for recovery from domestic violence, sexual abuse, or stalking would allow eligible workers to take paid time off from work to seek legal, law enforcement, or other victim assistance and remedies, including medical treatment, counseling and victim services. The two weeks of benefits would be available during or following domestic violence, sexual abuse, or stalking incidents and help ensure that victims can get the help they need without sacrificing their job or economic stability. Currently, the OCFO has only identified funds for these benefits for one year. In response, the subtitle requires the Chief Financial Officer to submit a report to the Mayor by March 31, 2022 analyzing whether the PFL Fund includes sufficient funding to continue these benefits past September 30, 2022.

Along with these new benefits, we are using the PFL Fund surplus to provide our District businesses a badly needed tax break, as all businesses have been hit hard by the COVID-19 public health emergency. The subtitle would lower the PFL tax rate in FY22 for covered employers from

0.62% to 0.27%, providing an important boost to our recovery without sacrificing funding for benefits.

The proposed budget support act also authorizes the transfer of \$114 million from the PFL Fund to the UI Trust Fund. The pandemic hit District worker's hard and many lost their jobs and livelihood. We are grateful that we have a solvent fund to lean on during this emergency. The proposed transfer will help the District avoid an FY22 federal UI loan and defer UI tax increases until 2023. We believe that these provisions, along with the transfer to the general fund, are the most equitable way to use the PFL fund surplus to further the District's economic recovery while serving our residents and workers.

We appreciate the opportunity to share our accomplishments and plans for continuous improvement and look forward to continuing to work with this Committee. The Mayor's "A Fair Shot" budget continues our commitment to residents and will further the goals of DOES' Vision Forward plan. This concludes my testimony. I am happy to address any questions that you may have at this time.

**COUNCIL OF THE DISTRICT OF COLUMBIA
COMMITTEE ON LABOR AND WORKFORCE DEVELOPMENT
AGENDA AND WITNESS LIST**

1350 Pennsylvania Avenue, NW, Washington, DC 20004

**CHAIRPERSON ELISSA SILVERMAN
COMMITTEE ON LABOR AND WORKFORCE DEVELOPMENT**

ANNOUNCES A BUDGET OVERSIGHT HEARING

**Public Employee Relations Board and
Office of Employee Appeals**

Wednesday, June 16, 2021, 3:00 p.m.

**Virtual hearing via Zoom
Broadcast Live on the DC Council [Website](#)**

AGENDA AND WITNESS LIST

- I. CALL TO ORDER**
- II. OPENING REMARKS**
- III. WITNESSES**

Public Witnesses

1. Greg Pemberton, Chairman, DC Police Union

Government Witnesses

- Clarene P. Martin, Executive Director, Public Employee Relations Board
- Sheila G. Barfield, Executive Director, Office of Employee Appeals

DC Police Union

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June 15, 2021

Testimony of DC Police Union for Public Employee Relations Board Oversight Hearing

Good morning, Members of the Committee, thank you for this opportunity to testify. As the Chairman of the D.C. Police Union, I speak on behalf of more than 3,300 sworn police officers, detectives and sergeants who serve this community as members of the Metropolitan Police Department (MPD). I have been a DC resident and a DC police officer for sixteen years and I take great pride in serving this city.

I'd like to focus my time today on how the MPD misuses the Public Employee Relations Board (PERB) in effort to refuse and avoid compliance with awards from arbitration decisions, specifically decisions about termination cases. The MPD exhausts every possible mechanism to appeal and challenge these decisions, which causes a major strain on PERB.

In every case in which a neutral labor arbitrator finds that the Department's termination of a member was arbitrary and unreasonable, the Department refuses to accept the decision of the arbitrator and appeals these decisions to PERB.¹ PERB almost universally upholds the arbitrators' decisions that reduce members' terminations. In almost every case, the Department refuses to accept PERB's decision and appeals the decision to the D.C. Superior Court. This requires PERB to hire outside counsel to represent it before the D.C. Superior Court to defend its Order. The D.C. Superior Court invariably upholds PERB's Order and the underlying arbitration award. Even then, the MPD almost always appeals the D.C. Superior Court's decision to the D.C. Court of Appeals, which in nearly every case affirms the arbitration award, the PERB decision and the D.C. Superior Court Order.

Even after the Department exhausts its appeals of these disciplinary matters for years, it often will continue to refuse to comply with the PERB and court orders, instead refusing to reinstate the prevailing members. This refusal forces the employee to file a Petition for Enforcement with PERB to request that PERB enforce its Order affirming the arbitration award. PERB is then required to retain outside counsel to file an enforcement lawsuit in the D.C. Superior Court. In these cases, the MPD typically persists with its refusal to comply with the prior PERB and court orders until the D.C. Superior Court sanctions the MPD, awards attorneys' fees to the D.C. Police Union and PERB and threatens the Department and the Chief of Police with civil contempt for refusing to comply with court orders. The Department's exhaustive actions result in an exponential increase in PERB's caseload because each disciplinary appeal brought by the

¹ This practice of the MPD can be contrasted with the D.C. Police Union's practice of rarely appealing an arbitration decision in trial board disciplinary matters.

Department results in up to five separate appeal matters that require PERB to expend valuable time and resources.

I am encouraged to report that since the last time I testified about these matters on February 12, 2021, the MPD has voluntarily withdrawn and/or resolved five (5) disciplinary matters that it had previously decided to appeal. The D.C. Police Union welcomes these withdrawals and resolutions as reasonable and responsible decisions made by the new administration since Chief Robert Contee's appointment. However, fifteen (15) disciplinary matters remain pending on appeal, including seven (7) enforcement matters in which the MPD has refused to comply with PERB orders after exhausting all appeals. The D.C. Police Union is hopeful that the MPD will re-evaluate all of its pending appeals and agree to similar withdrawals, which will relieve the strain on PERB and allow PERB to expend its time and resources on other matters.

In sum, the MPD's policy to refuse to comply with the orders of arbitrators, PERB, DC Superior Court and the DC Court of Appeals is an undue and inappropriate burden on PERB and its functions. These actions not only impact PERB's functions and budget, but also hinder the rights of the employees and Unions who seek relief from PERB. The MPD's current administration should continue assessing and withdrawing its disciplinary appeals, particularly in enforcement matters where there is no basis for refusing to comply with PERB's orders.

Again, I thank you for the opportunity to testify and I welcome your questions.



Greggory Pemberton,
Chairman, D.C. Police Union

BEFORE THE COMMITTEE ON LABOR AND WORKFORCE DEVELOPMENT
THE HONORABLE ELISSA SILVERMAN, PRESIDING
WEDNESDAY, JUNE 16, 2021
OPENING STATEMENT OF
CLARENE PHYLLIS MARTIN, EXECUTIVE DIRECTOR
THE PUBLIC EMPLOYEE RELATIONS BOARD

I am Clarene Martin, the Executive Director of the Public Employee Relations Board, otherwise known as PERB. Also, with me are Board Chair Douglas Warshof, Agency Fiscal Officer Paul Blake, and Supervisory Attorney Erica Balkum.

PERB is an independent, quasi-judicial agency empowered to resolve collective bargaining disputes between labor organizations and agencies. As statutorily stated, “[E]ffective collective bargaining is in the general public interest and will improve morale of public employees and the quality of service to the public.”

PERB is governed by a five-member Board, who have demonstrated experience in labor relations. The Board meets monthly to discuss and decide cases before it. These decisions and any resulting orders are published in the D.C. Register, as well as served on the parties. PERB also updates its website with the decisions.

The Board also has rule-making powers to effectuate its statutory powers. The Board has exercised those regulatory powers and maintains a series of published rules that govern its processes. I highlight that, in FY2020, the Board completed a comprehensive rule-making project, and published updated rules. During the rule-making process, the Board considered written, public feedback, and held a public forum for comments in November 2019.

Looking to other aspects of PERB’s functions, PERB provides a training program at no cost for labor and management officials. The training program, Second Tuesdays at PERB, is instructed by a well-known and respected, labor relations expert. The training program typically runs 8 sessions, conducted on the second Tuesday of every month. Each session focuses on a particular labor relations topic. It is not only an opportunity for the attendees to expand their labor relations knowledge, but also an opportunity for District government labor and management officials to meet in a non-adversarial setting. Additionally, PERB offers agency-specific training. This agency-specific training also may be requested by a labor organization at a particular agency. In the past,

agency-specific training has been conducted for MPD, FEMS, Office of Tax and Revenue, FOP and, in FY2020, for AFSCME Local 2743.

Another program PERB maintains is its mediation program. This program provides mediation services to parties at no expense to them. As many of the parties in the cases before PERB have a continuing relationship with each other for collective bargaining purposes, mediation allows the parties an opportunity to discuss their issues and craft a resolution that is faster than the hearing process and is a resolution that both parties can agree to. Moreover, the mediation program operates at a significant savings for PERB. Each mediation costs PERB approximately \$300, while a hearing costs PERB a minimum of \$4800. In FY2020, PERB held 37 mediations at a cost of \$14,400. Mediation resulted in 12 settlements that fiscal year. Those 12 settlements through mediation saved PERB \$54,600.00. In FY21, PERB has conducted 17 mediations, which have resulted in nine settlements. This is a savings of \$43,000.

FY2020 and FY2021 have been busy years for PERB. First, in FY20, as mentioned earlier, PERB finalized and published its revised Rules, which required significant effort from the Board, as well as PERB's staff. Then the public health emergency was declared, and PERB, not only had to quickly adapt its operations, but devote its resources to the expedited resolution of requests for preliminary relief. In April 2020, the Board met several times, as well as heard oral arguments from parties, to decide two preliminary relief requests related to the public health emergency.

In addition to moving Board meetings online, PERB also moved its mediations and hearings to a virtual setting. As a result, PERB reduced the number of mediations that took place in a day and added a pre-hearing conference stage to the hearings, which increased the costs to both processes. Previously, mediators were scheduled to conduct three mediations on a particular day. However, in moving to these new practices, PERB was able to improve its operations. In a panel discussion with the hearing examiners/mediators, it was found that both the additional time for mediation sessions and the addition of prehearing conferences, which have helped refine the issues disputed in the case, have been useful. Both practices reduce the time needed to address technical, non-meritorious issues and make the mediations and hearings more focused on the substantive issues.

In addition to the public health emergency affecting PERB's operations, staff turnover resulted in the loss of two attorneys – one in February 2020 and one in

November 2020. PERB was able to fill one of the vacant attorney positions in November 2020, however, many of PERB's planned projects, like updating PERB's website and creating more educational materials, have been delayed due to the attorneys' workload. Even if PERB maintains its current caseload, the third attorney position is needed to fulfill the entirety of PERB's mission. Currently, in addition to drafting decision and orders for the Board, which requires reviewing many times an extensive record, as well as legal research, the attorneys also fulfill PERB's ethics officer, FOIA officer, and training liaison duties. PERB attorneys also participate in investigative compliance conferences, draft responses to numerous motions, draft legal memorandum on complex issues, and assist with compiling performance data. Also supervise law school interns. In order to maintain ideal operations and provide the best service, PERB prioritizes hiring a third attorney by the beginning of the 2022 fiscal year.

PERB is requesting no significant overall increase to its budget for FY2022 but would like to maintain the current services it provides.

THE OFFICE OF EMPLOYEE APPEALS
BEFORE
THE COUNCIL OF THE DISTRICT OF COLUMBIA
COMMITTEE ON LABOR AND WORKFORCE DEVELOPMENT

The Honorable Elissa Silverman, Chairperson

FISCAL YEAR 2022
BUDGET OVERSIGHT HEARING

Testimony Submitted By

Sheila G. Barfield, Esq.
Executive Director

June 16, 2021

Good afternoon Chairperson Silverman and members of the Committee on Labor and Workforce Development. My name is Sheila Barfield and I am the Executive Director of the Office of Employee Appeals (OEA). Thank you for this opportunity to testify before you and the committee regarding OEA's proposed operating budget for Fiscal Year 2022.

As you know, the mission of OEA is to render impartial, legally sufficient, and timely decisions on appeals filed by District of Columbia government employees. OEA's jurisdiction extends to appeals filed by employees who have been terminated, suspended for at least 10 days, placed on enforced leave for at least 10 days, reduced in grade, or had their position abolished pursuant to a reduction-in-force. On October 1, 2021, pursuant to the Medical Marijuana Program Patient Employment Protection Amendment Act of 2020, OEA will also begin to adjudicate appeals filed by employees whose positions have been designated as safety-sensitive.

For Fiscal Year 2022, the Mayor has proposed funding OEA at \$2,234,311. Even though this is the same level of funding as the current fiscal year, OEA is in need of additional funding for Fiscal Year 2022. With OEA's new jurisdiction to adjudicate safety-sensitive position designations, OEA will make a determination, and render a decision, on whether an employee's position is in fact safety sensitive. There are over 12,000 safety sensitive jobs in the District government. The Office of the Attorney General estimates that approximately 90 appeals will be filed over the course of a two-year period once the aforementioned legislation takes effect.

To adjudicate these appeals, OEA's Administrative Judges will need to conduct more evidentiary hearings as they develop this new body of law for the District government. Additionally, OEA's Board will need to convene more often in order to meet the time lines associated with ruling on the appeals it receives.

If about 45 of these new appeals are filed with OEA in FY 2022, and if, because of the novelty of the issue, most of them require an evidentiary hearing, at a cost of approximately \$2,000 per evidentiary hearing, OEA will need an additional \$60,000 added to its NPS budget to adjudicate these appeals. Therefore, I am requesting that \$60,000 be added to OEA's Non-Personnel Services (NPS) budget in FY 2022 for the purpose of adjudicating these new appeals.

Additionally, OEA is facing a shortfall in its Personnel Services (PS) budget in FY 2022. As my team and I were preparing the agency's spending plan for the next fiscal year, we realized that several employees will be due for a step increase in FY 2022. The step increases, including the fringe benefits, total \$97,275. This is the amount by which the agency's PS budget is underfunded. Therefore, I am requesting that \$97,275 be added to OEA's PS budget in FY 2022 for the purpose of funding employee step increases.

Thank you for your consideration of my requests. This concludes my testimony and I will be happy to answer any questions you may have.

**COUNCIL OF THE DISTRICT OF COLUMBIA
COMMITTEE ON LABOR AND WORKFORCE DEVELOPMENT
AGENDA AND WITNESS LIST**

1350 Pennsylvania Avenue, NW, Washington, DC 20004

**CHAIRPERSON ELISSA SILVERMAN
COMMITTEE ON LABOR AND WORKFORCE DEVELOPMENT**

ANNOUNCES A BUDGET OVERSIGHT HEARING

**Department of Human Resources And
Office of Labor Relations and Collective Bargaining**

Monday, June 21, 2021, 12:00 p.m.

**Virtual hearing via Zoom
Broadcast Live on the DC Council [Website](#)**

AGENDA AND WITNESS LIST

- I. CALL TO ORDER**
- II. OPENING REMARKS**
- III. WITNESSES**

Public Witnesses

1. Anjanette Shelby, Co-Chair of Advocacy and Public Policy Committee, DC Developmental Disabilities Council

Government Witnesses

1. Ventris Gibson, Director, Department of Human Resources
2. Lindsay Maxwell, Director, Office of Labor Relations and Collective Bargaining

**GOVERNMENT OF THE DISTRICT OF COLUMBIA
Department of Human Resources**



Fiscal Year 2022 Budget Oversight Hearing

**Testimony of
Ventris C. Gibson
Director**

**Before the
Committee on Labor and Workforce Development
Council of the District of Columbia
The Honorable Elissa Silverman, Chairperson**

June 21, 2021
12:00 PM
Virtual Meeting Platform
John A. Wilson Building
1350 Pennsylvania Avenue, NW
Washington, D.C. 20004



Good afternoon, Chairperson Silverman, members of the Committee on Labor and Workforce Development, and Committee staff. I am Ventris C. Gibson, Director of the District of Columbia's Department of Human Resources (DCHR), and I thank you for this opportunity to provide testimony on Mayor Bowser's proposed Fiscal Year 2022 Budget and Financial Plan, entitled "A Fair Shot."

Mayor Bowser's Fair Shot Fiscal Year 2022 Budget is the District's 26th consecutive balanced budget. This budget makes significant investments to provide relief, recovery, and growth for residents and businesses across all eight wards, focusing on the pillars of equitable recovery, which are: accessing safe and affordable housing, providing high-quality job training, maintaining healthy neighborhoods, providing academic acceleration and increased access to quality child care, investing in programs to reduce gun violence, providing safe and accessible transportation options, and supporting businesses and residents hit the hardest by the public health and economic crises of the past year and a half.

As a strategic human resources business advisor, DCHR enables the District to meet its governmental responsibilities by ensuring that we have a highly talented, diverse, engaged, and committed workforce that serves District residents. Our vision is simple, to be the best-in-class human capital organization that puts people first, promotes innovation, and serves as a model for others. To help us succeed in our vision, the Mayor's Fair Shot Fiscal Year 2022 Budget provides DCHR \$19.8 million, which represents a 7.6 percent change from the FY21 approved budget. While this budget reflects the impact of the global coronavirus (COVID-19) pandemic, it also reflects DCHR's commitment to good government and fiscal responsibility without compromising our DC values.

DCHR works hard to ensure that the District remains competitive as an employer. To that end, we provide HR policy, programs, and guidance to District agencies through a wide range of



human resources services that vary depending on the needs of the specific agency. For example, we provide branding and recruitment events, position classification tools, learning and development opportunities, employee relations, benefits and retirement, performance management, policy and compliance, compensation, and legal support. The Mayor's FY22 budget reflects her commitment to providing these and other services to every District agency and employee.

This past year challenged our lives in ways we could not have imagined. Most notably, we did not think that so many of us would be working differently and remotely for as long as we have. Now, a year later, as we begin to reopen our physical office, our mission as the personnel authority for most District agencies remains clear: to drive organizational success and empower employees and agencies to continue providing the very best in government services to our residents. During FY21, we successfully provided employees with virtual offerings from instructor-led trainings to an updated eLearning platform that provides state-of-the-art virtual courses, eBooks, and custom learning channels, an electronic mentoring program and virtual wellness including trauma-informed care certification programs. The way our workforce works is changing and we are on the forefront in examining and recommending strategies on the District's future of work.

The proposed fair shot budget supports DCHR as we continue to build a strategic human resources environment that serves the needs of our residents, our workforce, and, as a measure of good governance, ensures operational efficiency. In FY22, we will continue our focus on increasing the number of DC residents employed by District government, creating exciting apprenticeship programs for District residents, providing world class training, coaching, and mentoring opportunities, improving employee health and wellness opportunities, enhancing the use of our Human Resource Information System (HRIS), automating routine processes, examining emerging workplace trends, and creating engaging workplaces for District employees.



In closing, I take great honor being a steward of the resources allocated to the Department of Human Resources. I look forward to our continued work together to achieve our shared goals and give all residents a fair shot. This concludes my testimony and I am happy to answer any questions you may have.



GOVERNMENT OF THE DISTRICT OF COLUMBIA
Office of Labor Relations and Collective Bargaining



Fiscal Year 2022 Budget Oversight Hearing

Testimony of
E. Lindsey Maxwell II, Esq.
Director

Before the
Committee on Labor and Workforce Development
Council of the District of Columbia
The Honorable Elissa Silverman, Chairperson

June 21, 2021
12:00 P.M.
Virtual Meeting Platform
John A. Wilson Building
1350 Pennsylvania Avenue, NW
Washington, D.C. 20004



Good afternoon, Chairperson Silverman, members of the Committee on Labor and Workforce Development, and staff. I am E. Lindsey Maxwell II, Director of the Office of Labor Relations and Collective Bargaining (OLRCB). I am pleased to testify before you today on Mayor Bowser's proposed Fiscal Year 2022 (FY22) Budget and Financial Plan entitled, A Fair Shot.

Last month Mayor Bowser presented her fair shot budget, which is designed to help the District of Columbia overcome the challenges presented by the COVID-19 pandemic and to build a more equitable recovery. The FY22 budget provides relief, recovery, and growth opportunities for residents and businesses in all eight wards and demonstrates the Administration's commitment to equitably build and revitalize Washington, DC. In keeping with this spirit, OLRCB's FY22 budget further invests in strengthening the District's labor relations program, particularly given the many sacrifices that management and our labor partners made together during the pandemic in order to ensure that the District remained operational and equipped to serve District residents.

I. Labor Relations in the District of Columbia Government

OLRCB is the Executive's representative in labor relations and collective bargaining matters for agencies under the Mayor's personnel authority. Our mission is to administer a comprehensive and centralized labor relations program on behalf of the Mayor. OLRCB works to achieve its mission by negotiating collective bargaining agreements and representing management in related labor litigation, arbitration, and mediations. We also provide training necessary to minimize litigation and associated costs and ensure effective administration of the District's labor relations and contractual and legal obligations. This means continuous interaction with managers, supervisors, labor liaisons, and union leaders across the city.

To carry out these functions, OLRCB is divided into the following three sections: (1) Negotiations and Contract Administration, (2) Litigation, and (3) Administrative Support.

The **Negotiations and Contract Section** is responsible for negotiating collective bargaining agreements, the process by which wages, benefits, and other terms and conditions of employment for unionized employees is established; training management representatives on the provisions of each collective bargaining agreement applicable to their respective agencies; and conducting “impact and effects” bargaining.

The **Litigation Section** is focused on initiating, prosecuting, defending, and monitoring a wide range of litigation activity for, and on behalf of, agencies under the personnel authority of the Mayor. 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). Litigation activity also flows from Interest Arbitrations, Negotiability Appeals, and similar actions that directly arise from the negotiation activities carried out by OLRCB.

The **Administrative Section** is responsible for providing general agency support and conducting research and analysis necessary to support management’s positions during negotiations. This unit also provides training to agencies regarding the labor relations program and the legal obligations which emanate from D.C. law and the collective bargaining agreements. The Administrative Section is also responsible for program support to the Negotiations and Litigation Units, and providing human resources, contracting and procurement, and other related customer and operational services for the agency.

II. FY20-21 Priorities

During FY20-21, the COVID-19 pandemic created an unprecedented scenario where District government agencies were forced to close their doors to the public *and* many employees, and to transition to providing services virtually. OLRCB has engaged with labor partners to power through this transition and to ensure there was not a gap in District services. Now, as we begin our safe return to our office buildings once again, OLRCB remains vigilant in reaching agreements with our labor partners to return all of our employees to work and focusing our attention to negotiating compensation and working conditions agreements with an effort to have them completed as soon as possible.

III. Proposed Fiscal Year 2022 Budget

As you are aware, in the past, OLRCB's budget was incorporated into the Office of the City Administrator's budget. For FY22, for the first time, I am proud to be before you presenting OLRCB's stand-alone budget.

OLRCB's budget is dedicated primarily to personnel, related services, and operational costs necessary to carry out the functions of the agency. Our attorney staff comprise the litigation and negotiation units. Specifically, they provide advice, counsel, and representation to agencies on all matters concerning labor relations, and actively negotiate collective bargaining agreements with representatives of the various labor organizations representing District government employees.

The administrative staff supports the Director and attorneys and assists in carrying out the Office's customer service and District mandates, including the Office's obligations to develop, implement, and administer city-wide initiatives.

OLRCB's proposed budget for FY22 is \$2,636,044 and will support 17 full-time equivalent employees. The FY22 budget, which consists solely of local funds , will allow OLRCB to continue to effectively administer the labor relations program on behalf of the District. OLRCB does not currently operate any programs with federal or grant funds, nor do we operate any capital projects.

In closing, the resources allocated to OLRCB will play a critical role in supporting Mayor Bowser's commitment to continue to build a more equitable recovery for the District's residents and businesses, including its labor force. The Council and this Committee are critical allies in this effort, and I appreciate your work to ensure we operate efficiently and effectively. I look forward to our continued work together to achieve our shared goals and to give all residents a fair shot to benefit from Washington, DC's continued prosperity.

Thank you for the opportunity to testify today. This concludes my remarks and I look forward to answering your questions at this time.