

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



Fiscal Year 2020 Budget Oversight Hearing

**Testimony of
E. Lindsey Maxwell II, Esq.
Director, Office of Labor Relations and Collective Bargaining**

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

April 10, 2019
1:00 P.M.
Room 123
John A. Wilson Building
1350 Pennsylvania Avenue, NW
Washington, D.C. 20004



Good afternoon, Chairperson Silverman, members of the Committee, and staff. I am Lindsey Maxwell, Director of the Office of Labor Relations and Collective Bargaining (OLRCB). I am pleased to testify before you today about Mayor Bowser's proposed Fiscal Year 2020 budget for the office.

Mayor Bowser's Fiscal Year 2020 (FY20) Budget and Financial Plan, entitled "A Fair Shot," is the District's 24th consecutive balanced budget. This budget does more to make Washington, DC a place where people of all backgrounds and in all stages of life are able to live and thrive by making key investments in affordable housing, infrastructure, education, health and human services, economic opportunity, seniors, and public safety. These investments reflect the key priorities identified by District residents at Budget Engagement Forums and telephone town halls held during the budget formulation process.

OLRCB is the District government'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, which we achieve by negotiating collective bargaining agreements and representing management in related labor litigation, arbitration, and mediations. We also provide training necessary to minimize litigation, associated costs, and ensure effective administration of the District's labor contracts and associated legal obligations. This means continuous interaction with managers, supervisors, labor liaisons, and union leaders across the District.

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 and the process by which wages, benefits, and other terms and conditions of employment for

unionized employees are established; training management representatives on the provisions of each collective bargaining agreement applicable to their agency; and conducting “impact and effects” bargaining. The Litigation Section is focused on initiating, prosecuting, defending, and monitoring a wide range of litigation activity 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).

Lastly, the Administrative Section is responsible for providing general agency support and conducting research and analysis necessary to support management’s positions during negotiations. This section also provides training to agencies regarding the labor relations program and the legal obligations that emanate from D.C. law and the collective bargaining agreements.

As you are aware, OLRCB does not have a stand-alone budget. Rather, OLRCB’s budget is incorporated within the budget of the Office of the City Administrator and is dedicated primarily to personnel, related services, and operational costs necessary to carry out the work of the office. OLRCB’s proposed budget for FY20 is \$2,243,467, which represents a small increase from the FY19 approved budget. The FY20 budget 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. Regarding personnel, the FY20 budget will support 17 full-time equivalent employees. Included in this number are also the employees who support the litigation, negotiation, and administrative units.

The resources allocated to OLRCB will play a critical role in supporting residents’ efforts to reach and remain on the pathway to the middle class. 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. I look forward to answering your questions at this time.