

FEDERAL LABOR RELATIONS AUTHORITY

FY 2008 ANNUAL PERFORMANCE PLAN

Mission

The FLRA mission is to carry out five (5) statutory responsibilities as efficiently as possible and in a manner that gives full effect to the rights afforded employees and agencies. These statutory responsibilities are:

1. Investigating, prosecuting, and adjudicating Unfair Labor Practice (ULP) cases;
2. Determining the appropriateness of units for labor organization Representation (REP);
3. Adjudicating exceptions to arbitrator's awards (ARB);
4. Adjudicating legal issues relating to the duty to bargain (NEG); and
5. Adjudicating impasses during negotiations (bargaining impasse).

Strategic Plan (FY 2004-2009)

In coordination with OMB, the FLRA revised its Strategic Plan for FY 2004-2009, simplifying its strategic goals from four goals to a single goal that reflects our purpose, and our mission -- to process cases efficiently. In order to establish meaningful measures to assess efforts among the FLRA components in case processing, we structured objectives based upon type of case (ULP, REP, ARB, NEG, or Bargaining Impasse). For each objective, we established case resolution output targets for each of the components. Categorizing cases in this manner enables the FLRA to focus on agency-wide goals while concurrently establishing or retaining specific component performance standards. Additionally, for the first time, the responsible Senior Executives are listed for each objective and performance goal, thereby providing a direct link between SES performance and attainment of agency outcomes. Finally, rather than separating our management and support activities, we incorporated such activities within the appropriate objective, thereby providing a means to align those activities to our performance in processing cases.

Resources Requested to Meet Goals

The FY 2008 Annual Performance Plan assumes a FY 2008 budget level of \$23,718,000. At the beginning of FY 2008, we will develop an operating plan in order to align agency resources with the FY 2008 performance goals. Our FY 2008 performance plan goals were constructed with the presumption that the FLRA would experience level staffing and funding, relative stability in what has been a declining case intake, and normal staff attrition.

GUIDE TO FLRA OFFICE FUNCTIONS AND ACRONYMS

- OALJ** Office of the Administrative Law Judge – Conducts hearings and adjudicates ULP complaints
- OGC** Office of the General Counsel
- FSIP** Federal Service Impasses Panel
- OCA** Office of Case Adjudication – The OCA docket Authority cases and issues all Authority decisions. Also, OCA includes the public information and library functions, including responsibility for the FLRA website and other electronic information programs.
- IRM** Information Resources Management Division – Under the supervision of the Office of the Executive Director, IRM manages information technology programs. Advises Executive Director on information technology matters. Responsible for technical requirements of E-Government initiatives.
- OPPM** Office of Policy & Performance Management – The office drafts, reviews, and approves agency-wide instructions and policies; oversees the Chairman's and the Administration's initiatives; and, at the Chairman's direction, jointly develops and implements agency-wide initiatives with the Office of the Executive Director.
- SOL** Office of the Solicitor – Legal advisor to the FLRA. Conducts the Authority's litigation. Prepares proposed final decisions for the Authority in certain assigned cases.
- BFD** Budget & Finance Division – Under the supervision of the Office of the Executive Director, BFD manages budgetary and financial programs. Manages interagency agreements with National Business Center for payroll services, processing of travel vouchers, financial statements, and serves as a liaison with budget services provided through interagency agreements.
- HRD** Human Resources Division – Under the supervision of the Office of the Executive Director, HRD manages personnel actions; recruitment; staffing activities.
- ASD** Administrative Services Division – Under the supervision of the Office of the Executive Director, ASD manages facility maintenance, leases, and procurement activities.
- ULP** Unfair Labor Practice
- REP** Representation Cases (petitions)
- ARB** Arbitration Cases
- NEG** Negotiability Cases

Strategic Plan Goal: CASE PROCESSING

Performance Goal (Outcome) #1: *Provide Timely Adjudication of Cases.*

Objective: *Enhance Customer Ease of Filing Cases and Tracking Case Status Through Web-based Case-Filing System.*

Output/Outcome Goal(s)	Responsible Executive(s)/Managers	Experience
<p><u>Output Goals:</u> Complete procurement action to build electronic case-filing system and integrate with existing web-based applications and implement on-line filing.</p>	<p>Information Resources Division/CIO</p>	

Strategic Plan Goal : CASE PROCESSING

Performance Goal (Outcome) # 2: *Provide timely review and disposition of Unfair Labor Practice (ULP) cases.*

Objective: *Remedy all ULP cases in a timely manner.*

Performance Goals	Responsible Executive(s)/Managers	Experience
A. Resolve all ULP charges (issuance of a complaint, withdrawal, dismissal, or settlement of the charge) within 120 days from the date filed.	OGC Dep. General Counsel & Regional Directors	
B. Issue decisions on appeals within 60 days of receipt of the appeal of the Regional Director's dismissal of the charge.	OGC Dep. General Counsel & Asst. GC - Appeals	
C. All ULP complaints will receive a hearing within 90 days or be otherwise settled.	OGC & Office of Administrative Law Judges Dep. General Counsel & Regional Directors	
D. All records will close and a decision will issue within 90 days of the hearing completion date.	Office of Administrative Law Judges	
E. Upon completion of filing requirements pursuant to FLRA regulations, all ULP cases will clear the Screening Team and be assigned to professional case production staff within 5 working days or be otherwise disposed.	Director, Case Adjudication	
F. Within 120 days of assignment to professional case production staff, a decision will issue.	Director, Case Adjudication Chief Counsels	

Strategic Goal : CASE PROCESSING

Performance Goal (Outcome) #3: *Provide timely review and disposition of Representation (REP) cases.*

Objective: *Remedy all REP cases in a timely manner.*

Performance Goal(s)	Responsible Executive(s)/Manager(s)	Experience
A. Issue Decision & Order or approve withdrawal of petition within 110 days of filing of petition with the OGC, where no election or hearing is necessary.	Dep. General Counsel & Regional Directors	
B. Conduct election within 90 days from the date of filing of petition with the OGC, where no hearing is necessary.	Dep. General Counsel & Regional Directors	
C. Issue Decision & Order in all REP cases in 180 days, where a hearing is necessary.	Dep. General Counsel & Regional Directors	
D. Upon completion of filing requirements pursuant to FLRA regulations, all REP cases will be assigned to professional case production staff within 2 work days or be otherwise disposed.	Director, Case Adjudication	
E. Upon assignment of a REP case to professional case production staff, a decision whether to grant review will issue by day 60 and a final decision will issue by day 90.	Director, Case Adjudication Chief Counsels	

Strategic Plan Goal: CASE PROCESSING

Performance Goal (Outcome) #4: *Provide timely review and disposition of Arbitration (ARB) cases.*

Objective: *Remedy all ARB cases in a timely manner.*

Performance Goals	Component / Responsible Executive(s)	Experience
A. Upon completion of filing requirements pursuant to FLRA regulations, all ARB cases will clear the Screening Team and be assigned to professional case production staff within 5 working days or be otherwise disposed. B. Within 120 days of assignment to professional case production staff, a final ARB decision will issue.	Director, Case Adjudication Director, Case Adjudication Chief Counsels	

Strategic Plan Goal: CASE PROCESSING

Performance Goal (Outcome) #5: *Provide timely review and disposition of Negotiability (NEG) cases.*

Objective: *Remedy all NEG cases in a timely manner.*

Performance Goals	Component / Responsible Executive(s)	Experience
A. Upon completion of filing requirements pursuant to FLRA regulations, all NEG cases will clear the Screening Team and be assigned to professional case production staff within 5 working days or be otherwise disposed.	Director, Case Adjudication	
B. Within 120 days of assignment (reflecting reasonable time period for a post-petition conference) to professional case production staff, a final NEG decision will issue.	Director, Case Adjudication Chief Counsels	

Strategic Plan Goal: CASE PROCESSING

Performance Goal (Outcome) #6: *Provide timely review and disposition of Bargaining Impasse (FSIP) cases.*

Objective: *Remedy all bargaining impasse (FSIP) cases in a timely manner.*

Performance Goals	Component / Responsible Executive(s)	Experience
<p>A. Upon completion of filing requirements pursuant to FSIP regulations, and FMCS action, the Panel will assert jurisdiction or decline to assert jurisdiction within 90 days.</p>	<p>FSIP Executive Director</p>	
<p>B. Cases which the Panel declines to assert jurisdiction or which the party/ies request/s to withdraw, prior to a jurisdictional determination, will close within 20 days of such determination/request to withdraw.</p>	<p>FSIP Executive Director</p>	
<p>C. The substantive case record will close within 120 days once the Panel asserts jurisdiction over the parties' request for assistance.</p>	<p>FSIP Executive Director</p>	
<p>D. Cases which the Panel resolves through a <u>Decision & Order</u>, or otherwise, will be closed within 30 days of the Panel's decision.</p>	<p>FSIP Executive Director</p>	