

FEDERAL LABOR RELATIONS AUTHORITY



PERFORMANCE GOALS

FY 2006

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/Manager(s) are listed for each objective and performance goal, thereby providing a direct link between SES/Manager performance and attainment of agency outcomes. Finally, rather than separating 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.

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>FY 2006 <u>Output Goals:</u> Complete procurement action to build electronic case-filing system and integrate with existing web-based applications by end- of-fourth quarter and implement on-line filing.</p>	<p>Office of Executive Director Information Resources Division</p>	<p>New Goal.</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
<p>FY 2006</p> <p>A. All ULP charges will be resolved (issuance of a complaint, withdrawal, dismissal, or settlement of the charge) within 90 days from the date filed.</p> <p>B. Issue 80% of decisions on appeals within 60 days of receipt of the appeal of the Regional Director's dismissal of the charge.</p> <p>C. All ULP complaints will receive a hearing within 90 days or be otherwise settled.</p> <p>D. Within 60 days of close of hearing, the Office of Administrative Law Judges will issue a decision.</p> <p>E. Upon completion of filing requirements pursuant to FLRA regulations, all ULP cases will be assigned to an Authority Member staff within 5 working days or be otherwise disposed.</p> <p>F. Within 90 days of assignment to an Authority Member staff, a final ULP decision will issue.</p>	<p>Office of the General Counsel of the Authority Deputy General Counsel & Regional Directors</p> <p>Office of the General Counsel of the Authority Deputy General Counsel & Asst. GC - Appeals</p> <p>Office of the General Counsel of the Authority Deputy General Counsel Regional Directors</p> <p>Office of Administrative Law Judges</p> <p>Office of Administrative Law Judges</p> <p>Authority Office of Case Control</p> <p>Authority Chief Counsels</p>	<p>New Goal</p>

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
<p>FY 2006</p> <p>A. Issue certifications in Representation cases within 110 days of filing of petition with the OGC.</p> <p>B. 90% of all Representation elections will occur within 60 days of issuance of certification with the OGC, unless appealed.</p> <p>C. Upon completion of filing requirements pursuant to FLRA regulations, all REP cases will be assigned to an Authority Member staff within 2 work days or be otherwise disposed.</p> <p>D. Within 90 days of assignment of a REP case to an Authority Member staff, a decision whether to grant review <i>and</i> a final decision will issue.</p>	<p>Office of the General Counsel Deputy General Counsel Regional Directors</p> <p>Office of the General Counsel Deputy General Counsel Regional Directors</p> <p>Authority Office of Case Control</p> <p>Authority Chief Counsels</p>	<p>New Goal.</p> <p>New Goal.</p> <p>New Goal.</p> <p>New Goal.</p>

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
<p>FY 2006</p> <p>A. Upon completion of filing requirements pursuant to FLRA regulations, all ARB cases will be assigned to an Authority Member staff within 5 working days or be otherwise disposed.</p> <p>B. Within 90 days of assignment to an Authority Member staff, a final ARB decision will issue.</p>	<p>Authority Office of Case Control</p> <p>Authority Chief Counsels</p>	<p>New Goal.</p> <p>New Goal.</p>

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
<p>FY 2006</p> <p>A. Upon completion of filing requirements pursuant to FLRA regulations, all NEG cases will be assigned to an Authority Member staff within 5 working days or be otherwise disposed.</p> <p>B. Within 100 days of assignment (reflecting reasonable time period for a post-petition conference) to an Authority Member staff, a final NEG decision will issue.</p>	<p>Authority Office of Case Control</p> <p>Authority Chief Counsels</p>	<p>New Goal.</p> <p>New Goal.</p>

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>FY 2006</p> <p>A. Procedural review and jurisdictional screening process will be completed on all new cases within 30 days of filing with the FSIP. Cases in which FSIP declines jurisdiction will close within 30 days of such decision.</p> <p>B. 90% of FSIP Decisions and Orders will issue within a median age of 100 days.</p>	<p>Federal Service Impasses Panel (FSIP) Executive Director</p> <p>Federal Service Impasses Panel (FSIP) Executive Director</p>	<p>New Goal.</p> <p>New Goal.</p>