



**DISTRICT OF COLUMBIA
WATER AND SEWER AUTHORITY**

Board of Directors

**Human Resources and Labor Relations
Committee Meeting**

Wednesday, May 10, 2023
11:00 am

**Microsoft Teams Meeting
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Meeting ID: 282 138 204 178

Passcode: 4Y4MCz

Or call in (audio only)

[+1 202-753-6714,,153713446#](#)

Phone Conference ID: 153 713 446#

1. Call to OrderJed Ross, Acting Chairperson
2. Roll Call..... Michelle Rhodd, Board Secretary
3. Union Topics..... Union Presidents
 - Kevin Poge, AFSCME 2091
 - Michelle Hunter, NAGE R3-06
 - Barbara Milton, AFGE 631
 - Jonathan Shanks, AFGE 872
 - Calvert Wilson, AFGE 2553
 - a) DC Water's refusal to bargain with the unions over changes that affect union employees. We want this pattern of refusal to bargain to stop immediately. See the attached PERB decision in case 22-U-18 - Opinion #1837 and PERB decision in case 23-U-04 - PERB Opinion #1838.
 - b) Issues and Concerns Regarding the Authority's Worker's Compensation Program. DC Water is not following the DC law regarding Worker's Compensation Continuation of Pay, i.e., giving employees 21- or 45-days continuation of pay before the employee is approved for Worker's Compensation and charging employees their own leave instead. This is having a negative impact on employees, and they are suffering because of this inappropriate misapplication of the law. See the attached DC Law 1-623.18.
 - c) Open Discussion.
4. Executive Session* Jed Ross, Acting Chairperson
 - To discuss the terms of a contract under D.C. Official Code § 2-575(b)(2).
5. Adjournment Jed Ross, Acting Chairperson

¹The DC Water Board of Directors may go into executive session at this meeting pursuant to the District of Columbia Open Meetings Act of 2010, if such action is approved by a majority vote of the Board members who constitute a quorum to discuss certain matters, including but not limited to: matters prohibited from public disclosure pursuant to a court order or law under D.C. Official Code § 2-575(b)(1); terms for negotiating a contract, including an employment contract, under D.C. Official Code § 2-575(b)(2); obtain legal advice and preserve attorney-client privilege or settlement terms under D.C. Official Code § 2-575(b)(4)(A); collective bargaining negotiations under D.C. Official Code § 2-575(b)(5); facility security matters under D.C. Official Code § 2-575(b)(8); disciplinary matters under D.C. Official Code § 2-575(b)(9); personnel matters under D.C. Official Code § 2-575(b)(10); third-party proprietary matters under D.C. Official Code § 2-575(b)(11); train and develop Board members and staff under D.C. Official Codes § 2-575(b)(12); adjudication action under D.C. Official Code § 2-575(b)(13); civil or criminal matters or violations of laws or regulations where disclosure to the public may harm the investigation under D.C. Official Code § 2-575(b)(14); and other matters provided under the Act.