



DISTRICT OF COLUMBIA
WATER AND SEWER AUTHORITY

Board of Directors

Human Resources and Labor Relations
Committee Meeting

Wednesday, September 13, 2023
11:00 am

Microsoft Teams Meeting
Join on your computer, mobile app

[Click here to join the meeting](#)

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 OrderSteven Shofar, 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) WWT Operators Grade RW-09 need to be reclassified to a RW-Grade 10 or 11. We made our first request on December 11, 2018, our second request on April 19, 2019 and our third request was made on April 29, 2023. WWT managers have been telling union representatives they are working on upgrading the WWT Operators to a RW-10 or 11. The GM informed us on April 29, 2023 they would have a response for us in 90 days, which did not happen. Emails regarding this matter are attached.
- 4. Executive Session*Steven Shofar, Chairperson
- 5. AdjournmentSteven Shofar, 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.

Fw: Union Request for Job Reclassification of WWT Operator RW-09 to RW-11

From: Barbara Milton ([REDACTED])

To: [REDACTED]

Date: Saturday, June 1, 2019 at 12:37 AM EDT

From: Barbara Milton

Sent: Saturday, June 1, 2019 12:13 AM

To: George Spears; David L. Gadis; Biju George

Cc: [REDACTED]; Danyle Jackson; Jermaine Quattlebaum; Leroy Staten

Subject: Re: Union Request for Job Reclassification of WWT Operator RW-09 to RW-11

Messrs Spears, George and Gadis:

On April 19, 2019 we re-submitted our request for a reclassification of the WWT Operators position from an RW-09 to an RW-11. Mr. Gadis and Mr. Spears requested that I resubmit the information due to the fact that Roger Brown was no longer with DC Water. We have not heard from any of you about our position review request.

Please provide me with a response to our request no later than June 5, 2019.

Regards,

Barbara J. Milton, President

AFGE Local 631

From: Barbara Milton

Sent: Friday, April 19, 2019 4:27 PM

To: George Spears; David Gadis; Biju George

Subject: Fw: Union Request for Job Reclassification of WWT Operator RW-09 to RW-11

From: Barbara Milton

Sent: Tuesday, December 11, 2018 6:44 AM

To: Biju George

Cc: David Gadis; Roger E. Brown; Leroy Staten; [REDACTED]; Danyle L. Jackson

Subject: Union Request for Job Reclassification of WWT Operator RW-09 to RW-11

Good morning Mr. George:

Please see the attached union request for a Job reclassification of the WWT Operator position RW-09 to RW-11 (position evaluation and review). We believe that this position is equivalent and/or superior to

the Utility System Operator II position, grade RW-11. **We are seeking internal job equity.** I will discuss this request at our meeting scheduled for this morning.

Regards,

Barbara J. Milton, President
AFGE Local 631

IMPORTANT NOTICE:

The security of electronic mail sent through the Internet is not guaranteed. **DC WATER** therefore recommends that you do not send confidential information to us via electronic mail, including social security numbers, account numbers, and personal identification numbers unless instructed to do so through a secured site. Delivery, and timely delivery, of electronic mail is also not guaranteed. **DC WATER** also recommends that you do not send time-sensitive or action-oriented messages to us via electronic mail unless instructed to do so.