



**DISTRICT OF COLUMBIA
WATER AND SEWER AUTHORITY**

BOARD OF DIRECTORS

*Human Resources/Labor Relations
Committee
(Via Conference Call)*

June 9, 2006

MEETING MINUTES

Committee Members

Bruce F. Romer, Chair
Dr. Jacqueline Brown
Alexis Roberson

WASA Staff

Jerry N. Johnson, General Manager
Johnnie Hemphill, Chief-of-Staff
Barbara Grier, Assistant General Manager
Terry W. Gilmore, Acting Human Resources Director
Linda R. Manley, Board Secretary

Bruce F. Romer, Chairman (via conference call), called the Human Resources/Labor Relations Committee (the Committee) to order at approximately 9:05 a.m.

Mr. Romer reviewed the agenda and began the meeting with a discussion on the Governance Study recommendations that would be undertaken by the Committee. Jerry N. Johnson, General Manager, stated that Staff had reviewed the recommendations from sections 1-4e and 16 and would incorporate the recommendations into the performance measures for the Authority's work plan. Mr. Johnson committed to providing the Committee with a copy of the updated work plan during the week of June 12. Mr. Romer briefed Dr. Jacqueline Brown, Board member, on the Governance Study and requested that the General Manager provide Dr. Brown with a copy of the final report and recommendations.

Mr. Romer moved to the next item, a request from Staff to recommend to the Board approval of the third option year with Aon to provide Health, Welfare, Retirement and Compensation consulting services. The Committee unanimously approved advancing the Aon contract to the Board for approval.

For the benefit of new Committee member, Dr. Brown, Mr. Johnson provided an historical overview of labor negotiations since the expiration of the collective bargaining agreement, which expired in September 2003. He also provided an update on the May 31, 2006 arbitration award, noting that the arbitrator accepted all of the Authority's economic proposals. He stated that the arbitrator did not rule on official time but referred it for consideration during the non-compensation negotiations. Mr. Johnson provided the timeline for payment to union employees: (1) the 9.2% wage increase for FY 2004, 2005 and 2006 will be reflected on the June 20, 2006 paycheck, (2) the lump sum merit bonus for performance year 2005-2006 will be paid on June 27, 2006; and (3) the retroactive payment for back to October 2003 will be paid on July 21, 2006.

Steve Cook, Labor Relations Manager, provided an update on the status of working conditions negotiations. Mr. Cook stated that the Authority is in mediation with AFGE Local 631 and 2553, and NAGE, who are negotiating jointly. Mr. Cook continued to explain that the Authority had received a proposal from AFSCME 2091 to rollover the current agreement. However, the Authority rejected the proposal because of official time and several provisions that are important to the Authority's operation. A written counter proposal was submitted to AFSCME 2091 in May. There has been no response to date. The Authority is negotiating a separate contract with AFGE 872. The first negotiating meeting is scheduled for June 9, 2006.

There was no other business.

The meeting was adjourned at 9:30 a.m.