



**DISTRICT OF COLUMBIA
WATER AND SEWER AUTHORITY**

BOARD OF DIRECTORS

*Human Resources and Labor Relations
Committee*

January 31, 2008

MEETING MINUTES

Committee Members

Robin B. Martin, Board Chair
Anthony H. Griffin, Chair
Howard C. Gibbs
Alexis H. Roberson
Keith Stone

WASA Staff

Jerry N. Johnson, General Manager
Linda R. Manley, Board Secretary
Barbara A. Grier, Assistant General Manager
Webster Barnes, Staff Counsel
Katrina Wiggins, Human Resources
Director
Steve Cook, Labor Relations Manager

Anthony H. Griffin, Chairman, called the Human Resources and Labor Relations Committee (the Committee) to order at approximately 9:12 A.M. Mr. Griffin opened the meeting by stating the importance of open communication between the Committee and the unions and proposed meetings on a quarterly basis to ensure that the communication continues.

Robin B. Martin, Board Chairman, congratulated WASA management and the unions on achieving a compensation agreement. Chairman Martin committed to attending all quarterly Human Resources and Labor Relations Committee meetings with the unions to hear union concerns.

Mr. Griffin asked the union presidents to provide their views on the responses from the General Manager on issues raised in the Human Resources and Labor Relations Committee Meeting, in September 2007. Barbara Milton, President Local 631, served as spokesperson for the union presidents. Ms. Milton acknowledged positive changes involving the unions and management since the September meeting and emphasized that the concerns raised were not intended to manipulate compensation negotiations. Ms. Milton challenged the accuracy of the data provided in the responses from the General Manager; she offered no evidence to support her statement. She expressed

concerns regarding the performance evaluation process and the need for labor management partnerships. Ms. Milton also indicated that management had not been responsive to a request to bargain over the Wastewater Treatment Operator Training Program that was submitted at the close of business, the day before the Committee meeting. All presidents felt the questions and responses had opened a productive dialog with management and expressed interest to continue the meetings on a quarterly basis.

Mr. Griffin stated that the unions had raised several issues that the Committee should follow up on:

- reestablishing labor management partnerships
- reinstating gainsharing
- reviewing the wastewater treatment operator trainee requirement with respect to membership in the union

Chairman Martin, Committee members Keith Stone and Alexis Roberson concurred that the dialog with the unions was headed in the right direction.

Jerry N. Johnson, General Manager, stated that he was pleased with management and the unions for finalizing the compensation agreement and reaffirmed that employees are WASA's most important assets. He felt that this dialog is a new beginning for open communications between union and management.

Stephen Cook, Labor Relations Manager, provided an update on working conditions negotiations.

He reported on the current status of working conditions negotiations as of January 30, 2008:

AFGE Local 631, working conditions completed and ratified; AFGE Local 2553, working conditions completed and ratified; NAGE – Sixty (60) articles have been completed and two (2) articles are incomplete; AFGE Local 872 - Thirty-six (36) articles have been completed and 26 articles are still subjects of negotiation; and AFSCME Local 2091 negotiations on working conditions will commence on February 13, 2008. Negotiations are expected to be completed by March 15, 2008.

The union increase which was effective October 12, 2008 will be reflected in the pay check of February 12, 2008 and the retroactive payment will be made on February 15, 2008.

Mr. Johnson and Katrina Wiggins, Human Resources Director, addressed the compliance requirement by WASA for the 10-point preference and proof of residency criteria for District of Columbia residents. Mr. Johnson reported that the Authority was preparing to comply with the new DC residency preference requirement. Ms. Wiggins informed the Committee that in compliance with the "Jobs for D.C. Residents Act of 2007", each qualified District resident applicant shall receive an additional 10-point preference over a qualified non-District resident for all vacant positions within the Authority unless the applicant declines the preference. Acceptance of the preference requires a 7-year commitment to live in D.C.

The Board of Directors is required to determine how many and what documents will be acceptable proofs of bona fide residency. To be consistent with the number required by other District agencies, staff recommended approval of eight (8) documents from the list below:

- Voter registration card
- Motor vehicle registration
- Motor vehicle driver's permit or non-drivers identification card
- Withholding and payment of individual income taxes including:
 1. copies of District of Columbia income tax returns certified by the DC office of Tax and Revenue
 2. Copies of certified federal tax returns filed with the U.S. Internal Revenue Service
- Certified deed, lease, or rental agreement for real property
- Utility bills (i.e., electric, gas, WASA, telephone, cable, oil).

Mrs. Wiggins provided an update on the proposed personnel regulations. She reported that meetings were held with the executive staff, department heads, employees and union presidents to review the proposed regulations. Most comments were about the "Conflict of Interest" provision that prohibits contractors who become WASA employees from supervising the work of their former employer. The union president's commented that changing most of the language in the regulation from "will" to "may" was negative. The Committee agreed to recommend that the Board authorize the General Manager to publish the proposed rulemaking for public comment.

Mr. Griffin noted that the Committee had not met on a regular basis in the past but would do so going forward by referencing the proposed meeting dates scheduled for the remainder of calendar year 2008.

Ms. Roberson requested the status of the General Manager's performance review. Mr. Griffin indicated that the review would be the subject for the February 12th meeting.

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Having no other business to conduct, the meeting was adjourned at 11:55 AM.