



**DISTRICT OF COLUMBIA
WATER AND SEWER AUTHORITY**

BOARD OF DIRECTORS

*Human Resources and Labor Relations
Committee*

December 23, 2008

MEETING MINUTES

Committee Members

Anthony H. Griffin, Chair
Howard C. Gibbs
Kathleen Boucher

Other Board Members

Paivi Spoon, Board Member
David J. Bardin, Board Member

WASA Staff

Jerry N. Johnson, General Manager
Linda R. Manley, Board Secretary
Barbara A. Grier, Assistant General Manager
Avis M. Russell, General Counsel
Katrina J. Wiggins, Human Resources Director

Anthony H. Griffin, Chairman, called the Human Resources and Labor Relations Committee (the Committee) to order at 1:40 p.m.

Jerry N. Johnson, General Manager, began by providing a brief summary of the request from the unions to designate Emancipation Day as a holiday. He informed the Committee that during labor negotiations the Authority proposed a floating holiday in lieu of Emancipation Day. Three of the five unions received a floating holiday. Mr. Johnson stated that the unions filed a grievance indicating that WASA was obligated to grant employees Emancipation Day. An arbitrator ruled that WASA was not bound by the District law which established Emancipation Day. Mr. Johnson recommended that the Board not grant Emancipation Day as an Authority holiday for two reasons. First, unilaterally establishing the holiday would circumvent the collective bargaining process and, second, granting Emancipation Day would create an inequity in that three of the five unions already received a floating holiday in lieu of Emancipation Day. Mr. Griffin asked if the non-union employees were eligible for the floating holiday and suggested that if not, the General Manager should consider extending it to them. Paivi Spoon, Board member requested a chart of holidays for the different categories of employees and supported the concept of floating holidays to accommodate the needs of a diverse

employee population.

David Bardin, Board member expressed concern over what he termed “the District’s sovereignty”. He stated that he could not understand how an arbitrator could rule that WASA was not bound by a District law that designated Emancipation Day as a holiday. Avis Russell, General Counsel explained that the legislation does not cover all entities in the District; only District employees covered under its personnel regulations. WASA has its own personnel regulations.

The next agenda item focused on a recommendation to award a contract to Kaiser Permanente for health services. Katrina Wiggins, Human Resources Director, requested that the Committee recommend to the Board approval of the Kaiser medical insurance contract. The new contract will result in an 18% increase in premiums, which is shared by WASA and the employees. The Committee recommended that the contract be sent to the Board for approval.

Mr. Griffin rearranged the agenda to handle any new business prior to going into executive session. He stated that he did not receive adequate responses to his request for feedback from the Committee and Board members regarding the General Manager’s performance review. He requested that Ms. Manley send a reminder to the Board and schedule another meeting of the Committee at 8:30 a.m. on January 8, 2009.

Under new business, the General Manager introduced Michelle Buckmire as the new Benefits Manager. Mr. Johnson then addressed the issue of a day off on December 26, 2008. He indicated that staff had canvassed other jurisdictions and authorities regarding the day before and after Christmas. Most were giving employees either the day before or after Christmas. The General Manager informed the Committee that he planned to grant WASA employees an administrative day off on December 26, 2008.

The Committee then moved into executive session and reconvened at 2:37 p.m. Having no further business, the meeting was adjourned at approximately 2:40 p.m.