



**DISTRICT OF COLUMBIA  
WATER AND SEWER AUTHORITY**

**BOARD OF DIRECTORS**

*Human Resources and Labor Relations  
Committee*

*May 26, 2010*

**MEETING MINUTES**

**Board Members Present**

Anthony H. Griffin, Chair  
Howard Croft  
Kathleen Boucher

**Senior Staff Present**

George S. Hawkins, General Manager  
Chris Carew, Chief of Staff  
Linda R. Manley, Board Secretary  
Katrina Wiggins, Assistant General  
Manager (Acting)  
Avis Russell, General Counsel

**Union Presidents**

Barbara Milton, AFGE 631  
Jonathan Shanks, AFGE 872  
Delores Stevens, AFSCME 2091  
Shawn Henson, AFGE 2553  
Michelle Hunter, NAGE R3-6

Mr. Griffin called the Human Resources and Labor Relations Committee to order at 10:40 A.M.

**Union Presentation**

Mr. Griffin noted that the only agenda item was a presentation by the Union Presidents. He asked the Presidents introduce themselves before beginning their presentation.

Barbara Milton, President of AFGE 631 asked the Committee for an update regarding the D.C. City Council's inquiry regarding individuals who are chairing committees of the WASA Board of Directors. Mr. Griffin indicated that he was not aware of any information regarding this matter.

Mr. Hawkins reported that Counsel Member Graham asked this question during the recent oversight hearings held regarding WASA. Mr. Hawkins stated it was his understanding that WASA Board Chairman William Walker had explained the current practice and had a follow-up discussion with Mr. Graham regarding vice-chairs of committees.

Ms. Milton reminded the Committee that several of the Union Presidents believe all WASA committees should be chaired by D.C. representatives of the Board. Mr. Hawkins noted that the Board's by-laws did not require the Chairperson of a Board Committee be a representative of any particular jurisdiction.

Mr. Griffin noted that Mr. Walker had intended to appoint a D.C. member to chair the HR/LR Committee. The person chosen for the chairmanship indicated he might have a conflict of interest. Mr. Griffin stated that all committee chairs are currently principal board members with alternate board members serving as vice-chairs. He then indicated that Ms. Boucher was the Vice-Chair of the HR/LR Committee.

Ms. Milton stated that there had been a labor person appointed to the WASA Board of Directors when it was created in 1996. She asked the Board to consider reinstituting the practice. She then clarified her statement by indicating she was not advocating that one of the Union Presidents serve on the Board, but that someone with a labor perspective be appointed to the Board.

Mr. Griffin responded that the Mayor appoints all of the Board members. He noted that although the jurisdictions recommend who they want to represent them; the Mayor makes the actual appointment. He suggested that the Unions make their request to the Mayor, directly.

Mr. Croft, D.C. Alternate Board Member, indicated that even though he is an alternate member on the Board, he has an extensive union background, working many years with Service Employees International Union (SEIU) and is a retired member of SEIU. Mr. Croft said he is still involved with SEIU which is affiliated with NAGE.

Mr. Shanks requested that the HR/LR Committee take the Union's recommendation to the full Board for its consideration. Mr. Griffin stated he did not know if the Board was willing to take this issue to the mayor, but would discuss the Union's request with Mr. Walker before the next Board Meeting. He also reiterated that the Unions had the latitude to make this request directly to the Mayor.

Mr. Shanks thanked Mr. Hawkins for his openness and willingness to resolve union issues and concerns. Ms. Milton recognized Mr. Hawkins and Mr. Carew for the new leadership at WASA which clearly demonstrates through their actions that they value both the union and employees.

Ms. Boucher acknowledged the positive feedback and asked what changed recently to give the unions' this perspective. Mr. Shanks sighted the new Leave Donation Program as an example of working together to create a program that will benefit employees.

Mr. Carew stated that the goal of the leadership is to work as a team for the greater good of DC WASA. He believes there are two groups of individuals at the Authority: individuals who try to advance a greater good and those who seek to advance their own self interest. Finally, he cited the implementation of the new Leave Donation Program as an example of the Unions and Management coming together to create something that benefits the Authority as a whole. He indicated that he wanted to use this process as a model for the upcoming contract negotiations.

Katina Wiggins, Assistant General Manager (Acting) was asked to provide details of the new Leave Donation Program. She noted two employees have already applied for the Program since its implementation less than a week ago. Finally, she reviewed the major requirements for participation in the program with the Committee.

Having no further business, the meeting was adjourned at 11:20 A.M.