



**DISTRICT OF COLUMBIA  
WATER AND SEWER AUTHORITY**

**BOARD OF DIRECTORS**

*Human Resources/Labor Relations  
Committee*

*March 22, 2005*

**MEETING MINUTES**

**Committee Members**

Bruce F. Romer, Chair  
David J. Bardin  
Alexis Roberson  
Stephanie Nash

**WASA Staff**

Jerry N. Johnson, General Manager  
Linda R. Manley, Board Secretary  
Barbara A. Grier, Human Resources Department  
Paul Bender, Chief Financial Officer  
John Dunn, Chief Engineer  
Meena Gowda, Principal Counsel

**Union Presidents**

James Ivey, AFSCME Local 2091  
David Peeler, AFGE Local 2553  
Michelle Hunter, NAGE Local R3-06  
Christopher Hawthorne, AFGE Local 872  
Barbara J. Milton, AFGE Local 631

Bruce F. Romer, Chairman, called the Human Resources/Labor Relations Committee (the Committee) to order at approximately 9:35 a.m.

Following the introduction of the Committee members, union presidents and staff, Mr. Romer presented background on the role and function of the Board of Directors and the oversight role of the standing Board committees for key areas. Mr. Romer stated that although the union presidents requested to meet with the Board, the Board decided that the Human Resources/Labor Relations Committee is the appropriate body for addressing labor-management relations matters. Mr. Romer reiterated that the purpose of the meeting is to hear the concerns of the union leadership; however, the Committee would not address specific grievances or other matters that are within the purview of the General Manager or established administrative processes. Mr. Romer assured the union presidents that the results of this meeting would be reported back to the full Board.

James Ivey, President, AFSCME 2091, recommended the following actions be undertaken:

- Establishment of a Labor-Management Partnership at the top of the organization with participation by Department Directors and the General Manager
- Have the Labor Relations function report directly to the General Manager

Michelle Hunter, President, NAGE R3-06, advised the Committee of the following concerns:

- Upward mobility opportunities for NAGE members in the Office of the CFO
- Lack of career ladder promotions

David Peeler, President, AFGE Local 2553, indicated that he had no issues but did comment on the failure of the Steering Committee Partnership meetings due to poor attendance by both labor and management.

Christopher Hawthorne, President, AFGE Local 872, comments focused on the following topics:

- Relationships between union members and management
- Unsafe working conditions
- Lack of training opportunities

Barbara J. Milton, President, AFGE Local 631 presented the Committee with a written statement. Her comments pertained to the following concerns:

- Management's use of legal consultants to create an adversarial relationship with union officials
- Continuation of the Gainsharing program
- Reinstatement of the Labor-Management Partnership Steering Committee
- Adverse impact of Reduction-in-Force (RIF) regulations on job security
- Changes in job descriptions

David Bardin, Committee member, asked about the union leadership's commitment to training and whether they actively encourage their members to improve their skills. All of the union presidents responded affirmatively. He also canvassed the union presidents about the amount of time devoted to union business verses working. Mr. Ivey and Mr. Hawthorne stated that they spent 100% of their time on union business. Mr. Peeler, Ms.

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Hunter and Ms. Milton stated that the majority of their time was spent performing on their WASA jobs.

Mr. Romer thanked the union presidents for attending and raising some important concerns. Mr. Romer stated that the Committee would follow up on their comments and would report to the full Board. He reminded the presidents that WASA is organized on a corporate model. He noted that the Board of Directors is the policymaking body. As such, the Board is prohibited from dealing with the day-to-day management of the Authority. He stated that the Board hired the General Manager to operate and manage the Authority on a day-to-day basis. He noted that the Board is not going to delve into the organization and begin giving directives and making changes. This is not the role of the Board. He stated that the Committee's review will be at a high-level—the policy level. Finally, Mr. Romer requested that the General Manager provide the Committee with background information pertaining to specific issues raised by the union presidents.

The meeting then adjourned at approximately 11:30 a.m.