



**DISTRICT OF COLUMBIA
WATER AND SEWER AUTHORITY**

Board of Directors
Human Resources and Labor Relations Committee
Wednesday, January 17, 2018
10:30 a.m.

- 1. Call to Order.....Bradley Frome
Chairman
- 2. Unions..... Union Presidents
Barry Carey, AFSCME 2091
Michele Hunter, NAGE R3-06
Barbara Milton, AFGE 631
Jonathan Shanks, AFGE 872
Calvert Wilson, AFGE 2553
- A. **Continued tension between labor and management at DC Water:**
 - a. Labor Relations has implemented a negative strategy of management against the Unions and has sought to cut-off direct communication with managers, (the combative us against them strategy).
 - b. Managers/supervisors and foreman have been told by Labor Relations not to talk to the Unions, (the combative us against them strategy).
 - c. Managers are being told not to talk to the Unions about their inquiries or concerns, (part of the us against them strategy).
- B. **Advancing Blue Performance Management:**
 - a. DC Water has failed to provide the Union with information needed to prepare bargaining proposals.
 - b. The Unions are requesting that the Board's HR Committee review and re-evaluate the current program for specificity, fairness and equity to employees. There should not be one person who creates the program and changes the program without review by the HR Committee.
- 3. Executive Session – To discuss personnel matters pursuant to D.C. Official Code Section 2-575(b)(10)Bradley Frome
Chairman
- 4. Adjournment Bradley Frome
Chairman

* The DC Water Board of Directors may go into executive session at this meeting pursuant to the District of Columbia Open Meetings Act of 2010, if such action is approved by a majority vote of the Board members who constitute a quorum to discuss: matters prohibited from public disclosure pursuant to a court order or law under D.C. Official Code § 2-575(b)(1); contract negotiations under D.C. Official Code § 2-575(b)(1); legal, confidential or privileged matters under D.C. Official Code § 2-575(b)(4); collective bargaining negotiations under D.C. Official Code § 2-575(b)(5); facility security under D.C. Official Code § 2-575(b)(8); disciplinary matters under D.C. Official Code § 2-575(b)(9); personnel matters under D.C. Official Code § 2-575(b)(10); proprietary matters under D.C. Official Code § 2-575(b)(11); decision in an adjudication action under D.C. Official Code § 2-575(b)(13); civil or criminal matters where disclosure to the public may harm the investigation under D.C. Official Code § 2-575(b)(14), and other matters provided in the Act.