



**DISTRICT OF COLUMBIA
WATER AND SEWER AUTHORITY**

Board of Directors

**Special Meeting of the Human Resources and
Labor Relations Committee**

Tuesday, June 14, 2022
11:30 am

Microsoft Teams Meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

Or call in (audio only)

[+1 202-753-6714,,645434782#](#)

Phone Conference ID: 645 434 782#

1. Call to Order... Adriana Hochberg, Chairperson
2. Roll Call..... Linda Manley, Board Secretary
3. [Update on Parental Leave Benefit](#)..... Ron Lewis, Manager, Benefits
 - a. [Action Item Add "Paid Parental Leave" to List of the Types of Un-Accrued Leave that may be Granted to Eligible Employees](#)
4. Executive Session *
5. Adjournment Adriana Hochberg, Chairperson

¹The 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 certain matters, including but not limited to: matters prohibited from public disclosure pursuant to a court order or law under D.C. Official Code § 2-575(b)(1); terms for negotiating a contract, including an employment contract, under D.C. Official Code § 2-575(b)(2); obtain legal advice and preserve attorney-client privilege or settlement terms under D.C. Official Code § 2-575(b)(4)(A); collective bargaining negotiations under D.C. Official Code § 2-575(b)(5); facility security matters 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); third-party proprietary matters under D.C. Official Code § 2-575(b)(11); train and develop Board members and staff under D.C. Official Codes § 2-575(b)(12); adjudication action under D.C. Official Code § 2-575(b)(13); civil or criminal matters or violations of laws or regulations where disclosure to the public may harm the investigation under D.C. Official Code § 2-575(b)(14); and other matters provided under the Act.



Paid Parental Leave Benefit

Presented to the
Human Resources and Labor Relations Committee
June 14, 2022





DC Government Paid Family Leave Benefit

- Beginning July 1st 2020, DC Government implemented 8 weeks of paid Parental Leave benefits for private employers supported by an additional tax.
- The maximum weekly benefit is \$1,000.
- DC Water is excluded from the District of Columbia Universal Paid Leave Amendment Act of 2016 as reported in the legal opinion provided by Ford Harrison



What is DC Water's Paid Parental Leave Benefit Program?

- Allows employees to bond with a new child
- It may be taken up to 8 weeks
- It may be taken continuously or intermittently
- Paid for by DC Water





Why this is important?

- Aligns with our People, Place, and Pay cultural element
- Keeps DC Water Competitive
- Other Employers are offering
- Supports work life balance
- Contributes to keeping DC Water an employer of choice



Benefit Comparison

	New Benefit	Current Benefits	
	Paid Parental Leave	Disability Benefit	FMLA
No Cost to Employees	✓		✓
8 Weeks of Paid Coverage	✓		
Coverage available for Mothers	✓	✓	✓
Coverage available for Fathers	✓		✓
Excluded from Preexisting Conditions	✓		✓
Improves morale and makes DC Water an employer of choice	✓		



Eligibility

- Must be a full-time DC Water employee
- Must be employed by DC Water for at least 12 months
- Must qualify for Family Medical Leave Act (FMLA) having worked at least 1,000 hours within the past 12 months
- Must experience one of the following events:
 - Childbirth
 - Adoption
 - Permanent placement of a child



Implementation Schedule

Date	Action	Who's Involved	Where
January 8, 2020	Present Paid Parental Leave Benefit	Benefits/Finance	HR/Labor Relations Committee Meeting
February 6, 2020	Obtain Board Approval to Publish NOPR for Leave Regs	DC Water Board	Board Meeting
February 21, 2020	CLO Publishes NOPR to Amend Leave Regs	Government and Legal Affairs	District of Columbia Register
March 23, 2020	30 Day Public Comments Period Expired	Board Secretary	
June 14, 2022	Present Final Amendments for Paid Parental Leave Benefit	Benefits	HR/Labor Relations Committee Meeting
July 7, 2022	Board Votes to Approve Paid Parental Leave Benefit	Board	Board Meeting
July 21, 2022	CLO Publishes NOFR to Amend Leave Regs	Government and Legal Affairs	District of Columbia Register



Action: HR/Labor Relations Committee

- Seeking Recommendation to the Board for approval to amend Personnel regulations to add Paid Parental Leave benefit to list of the un-accrued leave that may be granted to eligible employees.



Questions



ACTION ITEM

Recommendation to the Board for approval to amend Personnel Regulations to Add “Paid Parental Leave” to List of the Types of Un-Accrued Leave that may be Granted to Eligible Employees

Chapter 52, D.C. WATER AND SEWER AUTHORITY PERSONNEL REGULATIONS, of Title 21 DCMR, WATER AND SANITATION, is amended as follows:

Section 5204, LEAVES, HOLIDAYS AND OTHER ABSENCES, Subsection 5204.4 is amended to read as follows:

5204.4 The Authority recognizes the following types of un-accrued leave that may be granted to eligible employees in qualifying circumstances:

- (a) Leave of Absence Without Pay.
- (b) Federal and District of Columbia Family and Medical Leave.
- (c) Jury Duty Leave of Absence.
- (d) Military Leave of Absence.
- (e) Administrative Leave.
- (f) Bereavement Leave.
- (g) Paid Parental Leave.
- (h) Leave approved by the Board of Directors.