



**DISTRICT OF COLUMBIA
WATER AND SEWER AUTHORITY**

Board of Directors
Human Resources and Labor Relations Committee

Wednesday, May 11, 2016
11:00 a.m.

- 1. Call to Order Bradley Frome
Vice Chairman

- 2. Union Topics Union Presidents
 - Barry Carry, AFSCME 2091*
 - Michelle Hunter, NAGE R3-06*
 - Barbara Milton, AFGE 631*
 - Jonathan Shanks, AFGE 872*
 - Calvert Wilson, AFGE 2553*
 - a. The Unions are seeking the reason why DC Water abandoned their request to the Board to offer an early out incentive to civil service employees.
 - b. Lay-off and Recall - Board of Director’s Publication of Lesser Competitive Area. DC Water currently has a 2005 notice that has not been updated to reflect the Permit’s Department or the Clean River’s Department. What happen if there is a reduction in force in these departments?
 - c. We want a follow-up regarding Mr. Kieley’s presentation about the CDL requirement that was given to the HR Committee on January 13, 2016. The union made a prior verbal request at the HR Board of Director’s meeting regarding identifying the race demographic of employees being required to obtain a CDL in the Sewer Department. He had other demographics in his presentation but not this one.
 - d. The Board said they would have the GM look at current positions that require CDL but the employee do not operate or work on CDL vehicles as part of their job description. We want to know did the GM make any modifications or remove the CDL requirement for any positions meeting this criteria.
 - e. Discussion on the poor labor management relationship at DC Water. Labor Relations is telling managers not to talk to the Union(s).

- 3. Executive Session – To discuss personnel matters pursuant to D.C. Official Code Section 2-575(b)(10)..... Bradley Frome
Vice Chairman

- 4. Adjournment..... Bradley Frome
Vice 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.