



**DISTRICT OF COLUMBIA
WATER AND SEWER AUTHORITY**

Board of Directors

**Human Resources and Labor Relations
Committee**

Wednesday, May 11, 2022
11:00 am

Microsoft Teams Meeting
Join on your computer or mobile app
[Click here to join the meeting](#)
Or call in (audio only)
[+1 202-753-6714,563141227#](#)
Phone Conference ID: 563 141 227#

- 1. Call to Order... Adriana Hochberg, Chairperson
- 2. Roll Call..... Linda Manley, Board Secretary
- 3. Union TopicsUnion Presidents
 - Kevin Poge, AFSCME 2091
 - Michelle Hunter, NAGE R3-06
 - Barbara Milton, AFGE 631
 - Jonathan Shanks, AFGE 872
 - Calvert Wilson, AFGE 2553
 - a. Oracle Payroll Errors and Omissions
 - b. Treatment of AFGE Local 872 Members to Include Discontinued Telework
 - c. Labor Management Relationship at DC Water
 - d. Open Discussion
- 4. [Update on DC Water Holidays](#)..... Ron Lewis, Manager, Benefits
- 5. Executive Session* Adriana Hochberg, Chairperson
- 6. 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.

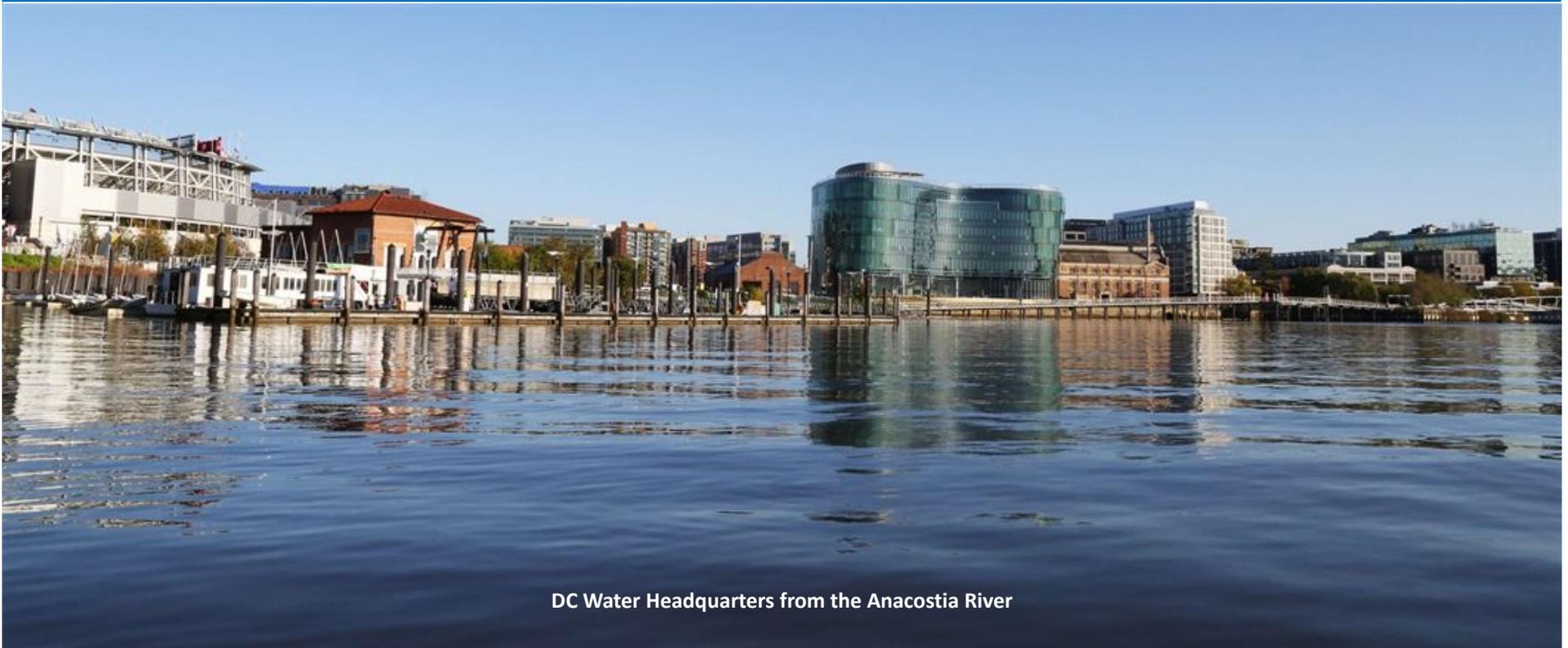


Authority Holiday's

May 11, 2022

Lisa Stone, Chief People and Inclusion Officer

District of Columbia Water and Sewer Authority



DC Water Headquarters from the Anacostia River



Purpose

- 💧 Amend Resolution #09-93 to:
 1. Add “Juneteenth National Independence Day, June 19” as new Authority Holiday; and
 2. Clarify Implementation of Presidential Inauguration Day



Board Authority

- 💧 In accordance with D.C. Official Code §34-2202.05(a)(4), the Board has the duty to:
 - Develop and establish a personnel system and publish rules and regulations setting forth minimum standards for all employees, including pay, contract terms, leave, retirement, health and life insurance, and employee disability and death benefits;
- 💧 DC Water Personnel regulations grant the Board the authority to establish the holidays observed by DC Water employees. 21 DCMR 5204.3 states,
 - The Board of Directors of the Authority will determine the number of holidays that are granted to employees each year. The General Manager will establish the schedule of holidays and shall determine the leave year.



Presidential Inauguration – Implementation

Since 2001, DC Water has implemented this holiday consistent with the procedures set forth by the Federal Office Of Personnel Management (OPM) and District of Columbia which is as follows:

- 💧 Federal OPM Holiday Fact Sheet – [Federal] employees in the Inauguration Day [DC Metropolitan] Area who are not otherwise scheduled to work on Inauguration Day will not receive the holiday or an "in lieu of" holiday. There is no "in lieu of" holiday when Inauguration Day falls on a nonwork day. If January 20th falls on a Saturday, Inauguration Day is observed on the Saturday. There is no "in lieu of" Inauguration Day holiday.
- 💧 DC Guidance - Unlike other legal public holidays, there is no “in lieu of” holiday when Inauguration Day falls on an employee’s scheduled day off, including employees with compressed schedules. An employee on a compressed work schedule whose day off falls on Inauguration Day is not entitled to an “in lieu of” holiday.



Presidential Inauguration – Implementation Recommendation

- 💧 DC Water recommends clarifying the implementation of Presidential Inauguration Day:

January 20th of each year following the year in which a Presidential election is held, Presidential Inauguration Day, shall be a legal public holiday for all Authority employees scheduled to work on that day. When January 20th of any such year falls on a Sunday, the next succeeding day selected for the public observance of the inauguration of the President shall be a legal public holiday for all employees scheduled to work on that day. Further, there is no “in lieu of” holiday when Inauguration Day falls on an employee’s scheduled day off. An employee on a compressed work schedule whose day off falls on Inauguration Day is not entitled to an “in lieu of” holiday.



Juneteenth, June 19th

- On June 17, 2021, Congress enacted PL 117-17, “Juneteenth National Independence Act” which established the “Juneteenth National Independence Day, June 19”



Recommendation

- Amend Authority Holiday list to include: “Juneteenth National Independence Day”:
 - New Year’s Day, Jan. 1st
 - Martin Luther King Jr. Birthday, 3rd Monday Jan.
 - Presidential Inauguration Day, Jan 20th (every 4 years)*
 - President’s Day, 3rd Monday Feb.
 - Memorial Day, Last Monday May
 - Juneteenth National Independence Day, June 19th
 - Independence Day, July 4th
 - Labor Day, 1st Monday Sept.
 - Columbus Day, 2nd Monday, Oct.
 - Veterans Day, Nov. 11th
 - Thanksgiving Day, 4th Thursday Nov.
 - Christmas Day, Dec. 25th