



**DISTRICT OF COLUMBIA  
WATER AND SEWER AUTHORITY**

**Board of Directors  
Human Resources and Labor Relations Committee**

Wednesday, May 10, 2017  
11:00 a.m.

1. Call to Order.....Bradley Frome  
Chairperson
  
  2. Topics of Discussion..... Union Presidents  
Barry Carey, AFSCME 2091  
Barbara Milton, AFGE 631  
Jonathan Shanks, AFGE 872  
Calvert Wilson, AFGE 2553  
Michelle Hunter, NAGE R3-06
- Did the Board HR Committee adopt the edits/changes that the Unions made to the proposed HR Committee meeting rules? Please provide us with the current version of the HR Committee rules for meeting with the Unions. Please be prepared to discuss whether you did or did not accept our changes and/or edits.
  
  - Union employees’ morale is low because of the delay in completing the compensation negotiations. Highly skilled and knowledgeable employees are leaving DC Water. Valuable knowledge is walking out the door, with no succession plan or an urgency to retain current employees by means of fair compensation. Since January 2015 to the present approximately 38 union employees resigned and approximately 55 non-union employees resigned, of which about 17 were non-supervisors, non-managers and over 45 employees both union and non-union have retired during this time period. Others have been fired that are not in this count, we are emphasizing those who resigned or retired. Any claims that employees do not leave DC Water is not true, low morale will cause employees to retire or resign.
  
  - See the attached PERB Opinion No. 1622. DC Water’s Chief Negotiator has prolonged this process because the Unions refused to accept the performance plan called “Advancing Blue” (created by Chief of Staff Mr. Dozier). The union performance evaluation plan is on a negotiability appeal at PERB in response to Mr. Dozier’s declaration of non-negotiability in the compensation negotiations. Management’s refusal to sign tentative agreements and other types of delay tactics has caused low employee morale and we believe is an attempt to have our members lose confidence in us as Union leaders. We want to know are there any policies that the Board can establish to prevent this type of delay tactics from being used by management in future negotiations?

- It is the Unions belief, that the creation of Blue Drop and appointing the General Manager Hawkins as the chairman of the Blue Drop Board may pose a conflict of interest. We would like your views on the legality of this newly created Limited Liability Corporation. Also, who is handling the money for this company? How will the company money be spent? Who will be on the Board of Directors and how will they be chosen? See the description of the Blue Drop, LLC in the attached 01/17/17 email sent to all employees.
- Open discussion

3. Executive Session\* ..... Bradley Frome  
Chairperson
4. Adjournment..... Bradley Frome  
Chairperson

\* 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.