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anonymous
letter



GREAT LAKES WATER AUTHORITY

BOARD OF DIRECTORS

February 24, 2016, 2:00 p.m. MEETING

AGENDA

REVISED

1. **Call to Order**
Call to Order
2. **Quorum Call**
Quorum Call
3. **Approval of Agenda**
Approval of Agenda
4. **Approval of Minutes**
A) Approval of Minutes of February 10, 2016 Workshop Meeting (*Pages 1-55*)
5. **Public Comment**
Public Comment (3 minutes per speaker)
6. **Communications**
A) 2016-02 - 06 Motion to Receive and File (*Page 56*)
7. **Committee Reports**
8. **Old Business**
None

9. **New Business**

A1) GLWA Initiatives for FY 2017 through 2018 (*Pages 57-79*)

A2) FY 2016 Goals with Updates (*Pages 80-89*)

A3) GLWA Budget Presentation (*Pages 90-100*)

B) Continued Discussion of GLWA Logo Development (*Pages 101-121*)

C) Water Quality Discussion (*Pages 122-144*)

D) Such Other Matters

10. **Remarks**

A) Chairperson's Remarks

B) Board Members' Remarks

11. **CEO's Report**

12. **Adjournment**

A) Motion to Adjourn

Dear GLWA Board of Commissioners

The employees of GLWA are coming to you with some issues/concerns
First, we would like to thank you for the opportunity to work for GLWA.

However the process in which employees were/are being selected was very unfair. We have had employees who obtain C, D and Fresh Water license be laid off, while employees with no license, poor work performance and poor attendance allowed a position. This is very unfair. We also, have employees who are more qualified than others but they receive lower paying titles. This is unfair and unconstitutional

Based on the employees understanding selection was to be based on experience and qualifications, what was the point of the employees attaching their resumes along with credentials if the supervisor was not going to consider them? Evaluations were based on favoritism.

Supervisors were not asked which employees were good workers, nor which employees should be laid off, supervisor did not give any input on employee selection, seeing that the supervisors are the one who have to deal with the employee on a day to day basis, they should have been able to select or give input.

Also, there were employees who received layoff notices which were later rescinded and received job title, this was unfair.

Plant Management is so concerned with cost cutting and overtime hours, why has he approved for the plant manager to remodel his office, tearing down walls, ordering furniture, new carpet.

The so call director of wwtp does not really know how the operation of the plant works and not trying to find out too busy closing his door and not talking to employees. Let's talk about the so call incinerator guru, what is her title what is she there for?

We thought working for a new company we would have NEW MANAGEMENT staff that is willing to work with the employees, assist us when we need help, not gather and discuss how to write us up; talk down about us behind closed doors.

And Human Resources is a joke, we go to them for answers they either don't know or don't care to be bother with the employees and if they assist you the attitude you have to deal with from the General Manager on down to their clerical staff.

This first month with GLWA has been awful for us. We are writing this letter as a whole so no one person will receive any retaliation from management. If possible can we meet with the Board so we can discuss our concerns?

EMPLOYEES OF GLWA