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Subject: correspondence for GLWA Board Meeting Aug 22, 2018

To: <[info@munfakh.com](mailto:info@munfakh.com)>, Tracy Reynolds <[treynold1966@gmail.com](mailto:treynold1966@gmail.com)>, <[browngary@detroitmi.gov](mailto:browngary@detroitmi.gov)>

Secretary Munfakh:

Please accept the attached correspondence for Great Lakes Water Authority Board of Directors.

To: GLWA Board

From: AFSCME 2920, representing GLWA employees

Greetings to the Board, all GLWA team and members of our community;

We are AFSCME 2920 representing hundreds of employees including security, freshwater, water quality, wastewater, field services, and materials management. We represent clericals, support staff, maintenance, operations and security.

As you are aware, Great Lakes Water Authority (GLWA) Management has presented us with an insulting contract offer.

We deserve yearly base-rate wage increases for all job titles and standard rates for each title, not broad “pay ranges” that allow management to assign individual pay rates at will. The evaluation system has failed employees.

- We deserve recognition for our years of service and experience (seniority rights) on promotions.
- We deserve GUARANTEED raises and benefits that can’t be reduced by management reopening the contract.

Great Lakes Water Authority (GLWA) and its largest union, AFSCME Local 2920 are supposed to be bargaining a labor contract. But GLWA is refusing to negotiate wages, hours, or working conditions.

Employees are not getting a fair deal. We work hard every day to provide millions of Michiganders with first-class water and sewerage services. Yet we get second-class treatment by management. We deserve yearly raises that cannot be taken away during the contract.

GLWA gave us a take it or leave it offer with only potential, unspecific raises based on their sole right to use these so-called evaluations to determine pay. These evaluations have little to do with our actual job performance but allow supervisors to threaten our families’ livelihoods and use evaluations as a control mechanism.

A recent FOIA request revealed serious inequality in pay and promotions. This is unfair and creates a hostile work environment. We deserve fairness and economic security.

Employees at freshwater, wastewater, water quality, maintenance, operations, clerical, investigators and support staff have told us they are fed up.

We suffered patiently through the Detroit Bankruptcy -- losing wages, benefits and union rights.

We were even forced to go to court to get back union members that management had illegally reassigned to other unions.

And through all this, working in difficult and hazardous conditions, we have remained dedicated to providing some of the nation's best fresh water to millions of people, some of the most crucial wastewater treatment for our environment, and a high level of service from our overworked clerical workers.

It is our fresh water workers that pumped healthy water to Flint, and it was the governor's appointed Emergency Manager who poisoned Flint's children by taking Flint off our water.

It was the efforts of our wastewater workers that saved Lake Erie from being polluted to death in the 1970s.

Yet, as inflation is at a ten-year high, GLWA is refusing to guarantee us any raises for our work.

**Tracy Reynolds, President**