From: suryan207
To: CEO@GLWATER.org
Subject: Public Comment for the GLWA Board Meeting: Request for Correction and Compensation of Reduced 401(a) Employer Contributions Under 12-Hour Shift Schedule
Date: Monday, December 8, 2025 6:50:30 PM

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Subject: Request for Correction and Compensation of Reduced 401(a) Employer Contributions Under 12-Hour Shift Schedule

Dear Executive Leadership Team,

I am writing to formally request that GLWA address and correct an inequity affecting employees assigned to the mandated 12-hour shift schedule.

Currently, the 6% employer contribution to my 401(a) is calculated based on 76 hours per biweekly period, rather than the standard 80 hours. This reduction is not due to employee choice or reduced availability—it is a direct result of the imposed scheduling structure. As a result, employees on 12-hour shifts are receiving a smaller employer retirement contribution than employees working traditional schedules.

This has created an unintended financial disadvantage in our long-term retirement security. While all employees should be treated equitably, the disparity is especially concerning when executive leadership receives a 6% retirement contribution based on their full salary—an amount significantly higher than the earnings of front-line staff. The current system effectively widens the gap between leadership and the workforce whose schedules are the least flexible.

I respectfully request:

1. Immediate correction of the employer contribution calculation so that 12-hour employees receive the full 6% as if working an 80-hour pay period; and
2. Compensation for past lost contributions, including missed employer contributions and associated earnings that would have accrued had the correct calculation been used.

This request is not about disputing operational needs or the scheduling model. It is about fairness, equity, and restoring retirement benefits that employees reasonably expected and have earned. The discrepancy was created by a management-imposed schedule, and employees should not bear the long-term financial consequences of a structural decision beyond their control.

I appreciate your consideration and am requesting that leadership take corrective action to make this right