

MINUTES OF THE REGULAR MEETING OF THE  
BOARD OF DIRECTORS OF  
COUNTY SANITATION DISTRICT NO. 29  
HELD AT THE OFFICE OF THE DISTRICT

December 12, 2018  
1:30 o'clock, P.M.

The Board of Directors of County Sanitation District No. 29 of Los Angeles County met in regular session.

There were present: Larry Forester, Director from Signal Hill  
Edward H. J. Wilson, Director from Signal Hill  
Lori Y. Woods, Director from Signal Hill  
Tina Hansen, Chairperson, Director from Signal Hill

Absent: Robert D. Copeland, Director from Signal Hill

Also present: Kimberly S. Christensen, Secretary to the Board

RE: PUBLIC COMMENTS  
ITEMS NOT POSTED  
ON AGENDA

An announcement was made that this was the time for public comment. The Secretary called upon the following speakers who requested to address the Board:

Mr. Glen Acosta, Senior Engineer, Facilities Planning Department, addressed the Board regarding employee negotiations. Written speaker notes were submitted to the Secretary and are attached as well as on file.

Mr. Earle Hartling, Recycling Coordinator, Technical Services Department, addressed the Board regarding employee negotiations. Written speaker notes were submitted to the Secretary and are attached as well as on file.

Mr. Steve Koffroth, Field Director for the American Federation of State County and Municipal Employees, District Council 36 (AFSCME), addressed the Board regarding employee negotiations.

RE: MINUTES

held November 14, 2018, were approved.

Upon motion of Director Forester, duly seconded and unanimously carried, the minutes of the regular meeting

RE: DISTRICT EXPENSES

duly seconded and unanimously carried, were approved:

The following expenses for the month of September 2018 were presented and upon motion of Director Forester,

Local District Expenses:

Operations & Maintenance (O & M)  
Capital

\$ 34,780.41  
19,396.30

Allocated Expenses:

Joint Administration  
Technical Support  
Joint Outfall

8,596.62  
10,066.43  
62,415.96

Total Expenses

\$135,255.72

RE: STANDARD SPECIFICATIONS FOR  
PUBLIC WORKS CONSTRUCTION  
2018 EDITION, DISTRICT AMENDMENTS  
THERETO, AND STANDARD DRAWINGS  
FOR CONSTRUCTION, 2018 EDITION - ADOPT

and updates construction specifications to meet current practices. The *District Amendments* address specific construction practices pertaining to wastewater and solid waste management projects as well as contractual provisions pertinent to District construction activity. The *Standard Drawings for Construction* contain details of items commonly used in District construction projects.

The *Standard Specifications for Public Works Construction*, commonly known as the "Greenbook," written by a committee of contractors, utilities, and public agencies, including the Sanitation Districts. The 2018 edition, which replaces the 2015 edition, is now available. The new edition reflects editorial changes

Upon motion of Director Forester, duly seconded and unanimously carried, the *Standard Specifications for Public Works Construction, 2018 Edition*, the *District Amendments* thereto, and the

*Standard Drawings for Construction, 2018 Edition*, dated December 2018, superseding the *Standard Specifications for Public Works Construction, 2015 Edition*, the *District Amendments* thereto, and *Standard Drawings for Construction*, were approved and adopted.

Upon motion of Director Forester, duly seconded and unanimously carried, the meeting adjourned.

TINA HANSEN  
Chairperson

ATTEST:

KIMBERLY S. CHRISTENSEN  
Secretary

/ak

Good afternoon, Madam Chair and Directors. I am Glenn Acosta, a 22-year employee here. However, I'm here to speak to you as fellow elected official. I'm a Director of a water district and formerly a Director of a regional wastewater authority, similar to this one.

I urge you to consider something as you deliberate on union matters. Each of our wastewater treatment plants needs a chemical – bleach, like the one your homes – to disinfect the water before it is discharge into the rivers and ocean. If the union were to strike, other unions would honor that by not crossing the picket line. That would include, more than likely, the truck drivers for that chemical. Without new deliveries, the plants would run out of that chemical in a matter of a days. After that, we would discharge undisinfected water into the rivers and ocean. Also, our entire water recycling program would come to a halt. To make matters worse, the water from our Whittier Narrows plant would make its way into the ground, contaminating our local water supply with human bacteria.

When the media gets wind of this, they will turn their attention to you. And the media will ask you, "Why did you endanger public health when the union's ask was small and the impact to your ratepayers was inconsequential?"

I urge you to reach an agreement that satisfies everyone's needs before it's too late.

Thank you.

Normally, our Chief Engineer and General Manager, Ms. Grace Robinson Hyde, follows public comments at Board meetings with an update on labor issues. She did so two weeks ago at the Board meeting of November 28, 2018. During her remarks, she reported that the Confidential Unit decertified from AFSCME and agreed to contract terms, as if it were a big victory for Management in the labor dispute. Unfortunately, she did not relate all the facts to the Board.

The Confidential Unit is comprised of a little more than 30 employees, the majority of whom work in our Human Resources (HR) Department. The HR Manager, Jennifer Allen, has sat alongside our Assistant Chief Engineer and Assistant General Manager, Robert Ferrante, on behalf of Management during contract negotiations with the various employee Bargaining Units.

What Ms. Hyde failed to share with you was that the petition to decertify from AFSCME was signed, almost exclusively, by employees in the HR Department who work directly under the HR Manager, Ms. Allen, who was negotiating against their Unit when it was with AFSCME.

The two members of the Confidential Unit who were selected to represent the now-decertified Confidential Unit employees are both directly under the HR Manager, Ms. Allen.

And finally, the person who was the single, driving force for decertification of the Confidential Unit, almost from the time those employees certified with AFSCME in early 2017, was the secretary to the HR Manager, Ms. Allen.

You may draw your own conclusions as to what exactly led these HR employees to fall in line with their boss and Management on these contract issues.

However, let me be the first to inform you that the over 270 member Technical Support Unit and the nearly 100 member White Collar Unit have just last week filed signed AFSCME union cards of between 60 and 70% with Management. That means that starting in early 2017, well over half of the non-management employees of the Sanitation Districts, more than 800, will be under the AFSCME banner and will continue the fight against the unfair and unnecessary wage take-away called "Soft Landing".

Earle C. Hartling  
Water Recycling Coordinator  
37-½ Year Employee  
Chairman, AFSCME negotiating team

STATE OF CALIFORNIA

PUBLIC EMPLOYMENT RELATIONS BOARD



AMERICAN FEDERATION OF STATE,  
COUNTY & MUNICIPAL EMPLOYEES  
COUNCIL 36,

Charging Party,

v.

SANITATION DISTRICTS OF LOS ANGELES  
COUNTY,

Respondent.

Case No. LA-CE-1308-M

COMPLAINT

It having been charged by Charging Party that Respondent engaged in unfair practices in violation of California Government Code section 3500 et seq., the General Counsel of the Public Employment Relations Board (PERB), pursuant to California Government Code sections 3509(b) and 3541.3(i) and California Code of Regulations, title 8, section 32640, issues this COMPLAINT on behalf of PERB and ALLEGES:

1. Charging Party is an employee organization within the meaning of Government Code section 3501(a).
2. Respondent is a public agency within the meaning of Government Code section 3501(c) and PERB Regulation 32016(a).
3. On or about June 18, 2018, Respondent required bargaining unit member Eric Nielsen (Neilsen) to take down a sign from his workspace that was created to show support for Charging Party in contract negotiations.
4. On or about June 25, 2018, Respondent again forced Nielsen to cover up a sign from his workspace that was created to show support for Charging Party in contract negotiations.

5. By the acts and conduct described in paragraphs 3 and 4, Respondent interfered with employee rights guaranteed by the Meyers-Miliias-Brown Act in violation of Government Code sections 3506 and 3506.5(a), and committed an unfair practice under Government Code section 3509(b) and PERB Regulation 32603(a).

6. This conduct also denied Charging Party its right to represent employees in violation of Government Code sections 3503 and 3506.5(b), and is an unfair practice under Government Code section 3509(b) and PERB Regulation 32603(b).

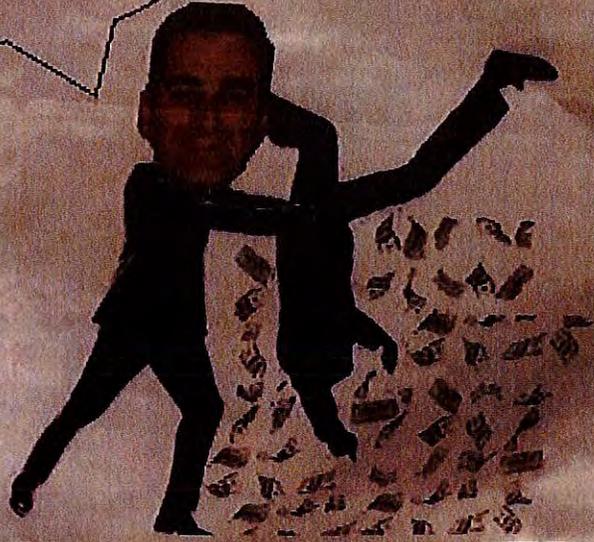
Any amendment to the complaint shall be processed pursuant to California Code of Regulations, title 8, sections 32647 and 32648.

DATED: October 29, 2018

J. FELIX DE LA TORRE  
General Counsel

By   
Seth P. Williams  
Regional Attorney

NO COLA  
FOR  
YOU!!!!



**- NO COLA -**  
**- NO PEACE -**  
**SANITATION WORKERS**  
**STAND UNITED**