

**CBU Wastewater Treatment Plant Labor-Management Committee (LMC)
Report to the Utilities Service Board
Presented May 31, 2006**

The LMC last reported to the Utilities Service Board on November 28, 2005. This report highlights important LMC activities and accomplishments from November 2005 through March 2006. The LMC did not meet during the winter holidays.

Safety Training:

Brian Wilson of Risk Management continued his safety instruction for the Utilities Department during the winter months. Safety events included the following topics: Confined space on November 30 at Twin Lakes; CPR on February 9 at Monroe Water Plant, February 14 at T&D, and February 17th at the Hooker Room; 3-Year Forklift Certification on February 13 and 17 at Dillman Road; two Fall Harness Inspections on March 20 at Blucher Poole and Dillman Road; and NIMMS on March 27, 29, 31 at the Showers Complex.

In January of 2006, Brian Wilson began monthly walk-through safety inspections at both the Blucher-Poole and Dillman Road Wastewater Treatment Plants. Every inspection has been successful to date.

Subcommittee Restructuring:

On March 15 the LMC approved the restructuring of the subcommittee process. Three standing subcommittees, Operations, Safety and Training, and Communications will eventually convene on a biweekly basis and assume more autonomy. The LMC has decided that addressing plant issues in subcommittee will be more productive and allow greater employment involvement in wastewater treatment plant operations. The LMC has circulated a list of the three subcommittees and informed employees that they are responsible for serving on at least one in some capacity.

Website Updated:

The former Website Subcommittee made several changes to the LMC webpage. Erroneous links were removed, names under *LMC Training* were provided with email links, and other cosmetic changes were applied to improve the site. Diana Hoffman has also corrected a malfunctioning link to the AFSME Council 62 webpage.

LMC-Sponsored Trainings:

The LMC presented several events in its effort to provide plant employees with training opportunities. As in the past, these events featured speakers from Risk Management and CUD plant management: Brian Wilson spoke on Plant Safety at Blucher Poole on December 8, Steve Drake discussed Microbiology at Dillman Road on January 10, Brian Wilson presented Safety Issues at Blucher Poole on February 8, and Steve Drake lectured on Chlorine and De-chlorination Issues on March 14 at Dillman Road.

Toward the end of 2005 the LMC mandated that all plant employees should develop a *minimum level* of computer skills. By eliciting the teaching acumen of ITS Training Manager, Diana Hoffman, the LMC has worked towards this objective. Nearly every WWTP employee has completed Diana's basic level course. Employees are learning or refreshing basic Internet navigation, email, and word processing skills. Diana is currently teaching keyboarding to interested students and plans to provide more advanced instruction for interested employees.

The LMC would like to recognize Diana's dedication and effort in helping the LMC work towards achieving its mandate. Diana continues to make personal sacrifices teaching after-hours to accommodate plant shift schedules and reduce overtime pay for training.

Operations Policy Statements:

On March 15 the LMC issued its first three Operations Policy Statements. This milestone marked months of negotiation among the LMC members to reach consensus on three issues affecting Plant Employees: shift change plant conditions, maintaining operator certification, and LMC Subcommittee membership and operation. Copies of these statements are attached to this report and will provide further information regarding those issues.

LMC-Membership:

The LMC welcomes four new appointees to the Committee: Tim Erwin, John Hodge, Bob Johnson, and Kevin Williams. These members have completed the LMC New Members Orientation and are already at work on committee business. They have replaced four members, whose terms of service have expired. The LMC would like to thank the dedication and invaluable contributions of Jason Cox, Hal Crittenden, Terry Jo Fluke, and Danny McConnell. We look forward to working with these former LMC members through subcommittee activities.

Annual Retreat:

The LMC will hold its Annual Training Retreat on Friday, June 2 at the Cascades Banquet Room. Lee Balliet and Ryan Fetters have begun making arrangements for the event.

USB Comments and Questions