

## NOVATO SANITARY DISTRICT

### Board Meeting Minutes

Meeting Date: July 16, 2018

A special meeting of the Board of Directors of the Novato Sanitary District was held at 5:30 p.m., Monday, July 16, 2018, at the District Office, 500 Davidson Street, Novato.

BOARD MEMBERS PRESENT: President Jerry Peters, Directors William Long, Jean Mariani, and Brant Miller. Director Carole Dillon-Knutson was absent.

STAFF PRESENT: General Manager-Secretary Sandeep Karkal, and Administrative Secretary Julie Hoover.

ALSO PRESENT: Dale Thrasher, Administrative Risk Services/Safety Officer, NSD  
Erik Brown, Deputy General Manager, NSD  
Joe Moreno, Collections System Worker, NSD  
Javier Vega, Collections System Leadworker, NSD  
Austris Rungis, Labor Consultant, IEDA

PLEDGE OF ALLEGIANCE:

AGENDA APPROVAL: The agenda was approved as presented.

PUBLIC COMMENT: None.

PERSONNEL:

- Receive recommendations of Ad-Hoc Labor Relations Committee, ratify attached Tentative Agreement (TA) with represented employee group, International Brotherhood of Teamsters, IBT Local 315, and direct the General Manager-Chief Engineer to finalize a Memorandum of Understanding (MoU), for the period of July 1, 2018 through June 30, 2023 with IBT Local 315. The General Manager stated that the intent of the Special Meeting was to address this single item. He stated that the Ad-Hoc Labor Relations Committee members were appointed by President Peters and consisted of Directors Long and Mariani. He stated that the Committee met several times throughout the negotiations process with the District's labor negotiations team, consisting of the District's long time labor relations negotiator Austris Rungis, Deputy General Manager Erik Brown, and Administrative Services Officer Dale Thrasher. He continued, stating that the employees group was represented by Teamsters Business Agent John Bottali, and District employees Joe Moreno and Aaron Hendricks.

The General Manager stated that contract negotiations began in June, and that good progress was made. He said that he appreciated the efforts of the labor negotiators and noted that the final agreement was the result of both teams' efforts. He stated that in past years, the MoU Agreement process was conducted in closed session, but after discussion with District Council Kent Alm, it was agreed that this item would be presented during open session, and if requested by the Board, a closed session meeting

could be called on Tuesday, July 17<sup>th</sup>. The Board did not indicate that a closed session would be necessary, so the meeting continued.

The General Manager introduced Austris Rungis of IEDA, lead negotiator for the District's labor negotiations. Mr. Rungis began by thanking Ad-Hoc Labor Negotiations Committee members Long and Mariani for their availability and clear direction throughout the process. He continued, thanking Teamster Shop Stewards Joe Moreno and Aaron Hendricks for providing a positive, professional, and calm manner for negotiations. He also expressed thanks to District General Manager-Chief Engineer Sandeep Karkal, Deputy General Manager Erik Brown, and Administrative Services Officer Dale Thrasher. Mr. Rungis concluded, with a summary of current events that are affecting local and regional labor unions.

The General Manager thanked the Board members for accommodating a special meeting into their schedules.

Director Mariani expressed appreciation to the Teamsters Stewards for being thoughtful, careful, and thorough in accomplishing the proposed MoU Tentative Agreement. She also thanked District management for their efforts in reaching this agreement.

Director Long also thanked those involved in the process, and stated that he was pleased with the feedback he received regarding the constructive approach taken by the Teamsters Stewards.

Deputy Manager Erik Brown stated that it was a cordial process, and that everyone worked together effectively.

*On motion of Director Long, seconded by Director Miller, and carried unanimously by those Directors present, the Board moved to ratify the Tentative Agreement (TA) with represented employee group, International Brotherhood of Teamsters, IBT Local 315, and directed the General Manager-Chief Engineer to finalize a Memorandum of Understanding (MoU), for the period of July 1, 2018 through June 30, 2023 with IBT Local 315.*

The General Manager stated that subject to scheduling, he hoped to have the finalized MoU agreement executed in August or September.

#### BOARD MEMBER REPORTS AND REQUESTS:

Director Miller stated that he attended the North Bay Watershed Association (NBWA) meeting on July 13<sup>th</sup>. He discussed a presentation given by Delta Watermaster Michael Patrick George on water policy issues impacting the North Bay and regional waters. Director Miller stated that it was a great presentation.

#### GENERAL MANAGER'S REPORT AND ANNOUNCEMENTS:

- Announcements:

- The General Manager thanked the individuals who participated in the labor negotiation process for their diligent efforts in completing the Tentative Agreement MoU.
- The annual California Association of Sanitation Agencies (CASA) conference is being held in Monterey, CA, August 8<sup>th</sup> - 10<sup>th</sup>. All Board members are attending.
- The next Regular Board meeting is scheduled for Monday, August 27, 2018 at 5:30PM.

ADJOURNMENT: There being no further business to come before the Board, President Peters adjourned the meeting at 6:09 p.m.

Respectfully submitted,

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Sandeep Karkal  
Secretary

Julie Hoover, Recording