



GWA RESOLUTION NO. 37-FY2020

**RELATIVE TO APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH
GUAM WATERWORKS AUTHORITY AND
GUAM FEDERATION OF TEACHERS UNION**

WHEREAS, under the 12 C.G.A §14105, Consolidated Commission on Utilities (“CCU”) has plenary authority over financial, contractual, and policy matters relative to the Guam Waterworks Authority (“GWA”); and

WHEREAS, the Guam Waterworks Authority is a Guam Public Corporation established and existing under the laws of Guam; and

WHEREAS, Public Employee-Management Relations Act as set forth in 4 G.C.A. Chapter 10, recognizes the Guam Federation of Teachers Union (“GFTU”) as the exclusive representative of the GWA employees and it has the authority to negotiate a Collective Bargaining Agreement (“CBA”) for and on behalf of GWA employees with the management of GWA; and

WHEREAS, in June of 2019, the GWA entered into negotiations with the GFTU to update the Collective Bargaining Agreement between GWA and the GFTU that expired in May 2019.

WHEREAS, the parties to the agreement, through their respective representatives, have negotiated a successor agreement describing the terms and conditions for employment for members of the GFTU; and,

WHEREAS, the agreement includes modifications to the predecessor agreement generally described as follows:

1. Increased contract period to five (5) years.

2. Authorized stewards may participate in the preparation and revision of GWA Policies and Procedures at a subcommittee level.
3. Added mediation and arbitration as options under the grievance procedure.
4. Updated the performance evaluation section to reflect the pay for performance evaluation policy.
5. Added rules for compensations adjustments following a promotion or demotion.
6. Included the updated GWA Drug and Alcohol-Free Workplace Policy.
7. Added ergonomic assessments of work environment.

WHEREAS, all modifications to the predecessor agreement are attached as EXHIBIT “B.”

WHEREAS, GFTU presented the CBA for ratification by its members who are employees of GWA and it was lawfully ratified unanimously as shown by the Declaration of Toneshia Harris attached as EXHIBIT “C” and approved by the GFTU Executive Council, attached as EXHIBIT “D;” and,

WHEREAS, entering into this agreement serves to promote employee relations with the members of the GFTU and preserves a constructive labor environment which is a benefit to all GWA ratepayers.

NOW, THEREFORE BE IT RESOLVED BY THE CCU, AS THE GOVERNING BODY OF GWA, AS FOLLOWS:

1. The foregoing recitals hereto are hereby ratified, confirmed, and incorporated herein by reference.
2. The Consolidated Commission on Utilities approves the terms of the Collective Bargaining Agreement, including the modifications generally described above.
3. The Collective Bargaining Agreement attached as EXHIBIT “A” is approved for a five (5) year period beginning from the date of the signing of this Resolution.

1 **RESOLVED**, that the Chairman of the Commission certifies, and the Secretary of the
2 Commission attests the adoption of this Resolution.

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4 **DULY AND REGULARLY ADOPTED**, this 3rd day of September 2020.

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6 Certified by:

Attested by:

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9 **JOSEPH T. DUENAS**
10 Chairperson

MICHAEL T. LIMTIACO
Secretary

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13 **SECRETARY'S CERTIFICATE**
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15 I, Michael T. Limtiaco, Board Secretary of the Consolidated Commission on
16 Utilities as evidenced by my signature above do hereby certify as follows:

17 The foregoing is a full, true and accurate copy of the resolution duly adopted at a
18 regular meeting by the members of the Guam Consolidated Commission on Utilities,
19 duly and legally held at a place properly noticed and advertised at which meeting a
20 quorum was present and the members who were present voted as follows:

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22 AYES: _____ 4 _____
23 NAYS: _____ 1 _____
24 ABSENT: _____ 0 _____
25 ABSTAIN: _____ 0 _____

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