



SERVICE EMPLOYEES
INTERNATIONAL UNION, CTW, CLC

May 10, 2021

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Southern California Metropolitan Water District

RE: Mr. Adel Hagekhalil's Candidacy for General Manager of MWD

SEIU Local 721 represents over 98,000 employees in Southern California including over 10,000 employees in the City of Los Angeles. Our members include most of the workers in the City of Los Angeles' Bureaus of Sanitation and Streets Services.

Mr. Hagekhalil has been an exemplary leader in his 32-year career with the City of Los Angeles. He's worked to build a culture of inclusion, respect, and fairness for our members and all employees. Mr. Hagekhalil led the effective implementation of the Joint Labor-Management Process which engages our members at all levels. He's ensured that the work environment is free of harassment and discrimination. Mr. Hagekhalil has also empowered employees by providing the necessary professional development training, particularly in the areas of sensitivity and communication.

Mr. Hagekhalil is well liked by the LA Sanitation employees and respected by his peers at all levels of the City. He has had an open-door policy for our members and the leaders of our union. He's been an effective partner in advocating during the City budget process to provide employees the tools they need to succeed. He has been a voice of fairness and respect, and changed the investigative process in the City to include an independent investigation by the Human Resources staff for all complaints. This led to the City instituting its groundbreaking My Voice LA reporting system.

Three years ago, Mr. Hagekhalil was promoted by the Mayor to be the General Manager of the Bureau of Street Services, a Department with 1,400 employees. When he took over this Department, the employee morale was at an all-time low. Our members did not feel included or treated fairly. Mr. Hagekhalil in a very quick period, was able to transform the organization by building a culture of respect, inclusion and fairness. He started by engaging in a series of listening sessions in the many offices and workplaces with employees from the front line workers to the Assistant General Managers. He then implemented Joint Labor-Management Committees to address employee working conditions fairly and with full transparency. He engaged the employees in the development of a strategic plan, racial equity plan and gender equity plan. There's no doubt that the staff has been reenergized during his tenure. Mr. Hagekhalil transformed the Department to an efficient and model organization anchored by values that foster respect and fair treatment.

<http://www.seiu721.org>