



American Federation of Government Employees Local 476

Affiliated with AFL-CIO

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GENERAL MEMBERSHIP MEETING MINUTES

Tuesday, January 20, 2015

Auditorium C

The following members of the Executive Board were present: Ashaki Robinson Johns (President), Eddie Eitches (1st Vice President), Will Taylor (2nd Vice President), and Kirk Mensah (Secretary).

Ashaki called the meeting to order at 1:08pm. Ashaki asked if there were any changes to the November 20, 2014 General Membership Meeting minutes. Ashaki did not call for a motion to accept the minutes as presented because a quorum of the local had not been met.

Monique Love, Treasurer, was not present therefore, Ashaki presented the Treasurer's Report and explained that the amounts show what has been expended thus far. Ashaki did not ask for a motion to accept the Treasurer's Report as presented because a quorum of the local had not been met.

Old Business

Food Patron Committee: Ashaki reported that the Secretary and Deputy Secretary are behind the reopening of the Cafeteria. She stated that there seems to be promise in working with the new leadership and that the food patron committee will update the membership if there are any new developments.

Housing Operations reorganization: Ashaki reported that Housing continues to work on its plans to downgrade management positions from 15's to 14's behind closed doors. Ashaki also stated that one of the major issues with the reorg is the lack of opportunity for upward mobility. Ashaki asked the membership to reach out to her or any steward if they hear or witness any actions that are not in line with the collective bargaining agreement.

FHEO reorganization: The Union has still not yet received notice regarding the organization. Ashaki mentioned that FHEO intent is to make HQ mirror FHEO in the field. Ashaki also stated that there are no RIFs planned in the FHEO reorganization.

OCHCO/Admin reorganization: Ashaki reported that there were no updates from the November meeting.

HUD-wide issue of New Core: Ashaki reported that current estimates report that moving forward with New Core will be more expensive than the Department previously anticipated although the Department had previously stated it is a cost savings strategy. Ashaki stated that meetings are tentatively scheduled on the Hill in February and March to discuss the migration/implementation of New Core in further detail. Ashaki also reported that there may be impacts to employee positions and jobs. Ashaki also stated that pre-

decisional conversations with New Core are forthcoming. Ashaki continued to encourage members to email her directly if they would like to know more about New Core.

Negotiation of new collective bargaining agreement: Ashaki reported that the contract was not ratified at the last vote count and that the Union is currently in a hold pattern to determine its next steps. A member asked if the departure of the Chief Human Capital Officer had any effect on the breakdown and Ashaki replied that the Chief Human Capital Officer was not the chief negotiator for the Department.

New Business

Constitutional Amendment: Ashaki reported that there is a proposed constitutional amendment that will change how locals vote. Specifically, allow HUD Local 476 will not vote representationally but by delegates. So instead of voting the membership size we would only be allowed to vote based on the number of delegates that our Local has to vote on Council elections (President, Executive Vice President, Treasurer, Secretary). Ashaki stated that this is very problematic in that Local 476 is the largest local of Council 222 and it represents one third of Council 222's membership and also 40% of 222's budget comes directly from Local 476. She mentioned that if this vote succeeds, Local 476 will lack the ability to fully represent Headquarters. Ashaki further stated that there is nothing about the proposed amendment that has to do with member's interests but rather a power struggle spearheaded by local presidents that lost key positions for the last Council election. Ashaki further stated that there is not one issue that has been a benefit to Headquarters and a detriment to the field. Ashaki stated that other local presidents have also expressed opposition to the proposed constitutional amendment. Ashaki stated that on there will be a vote on this constitutional amendment and that if the constitutional amendment passes, Local 476 will endeavor to secede from Council 222. A member asked what was Holly Salamido's (Council President) position on the proposed amendment and Ashaki replied that Holy is also against the proposed constitutional amendment.

Ashaki called for a motion to adjourn the meeting. Will Taylor moved that the meeting be adjourned. Kirk Mensah seconded the motion. Ashaki adjourned the meeting at 1:40 pm.

Respectfully submitted,

Kirk Mensah

AFGE Local 476 Secretary