



American Federation of Government Employees Local 476

Affiliated with AFL-CIO

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GENERAL MEMBERSHIP MEETING MINUTES

Thursday, October 1, 2015

Auditorium C

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

Ashaki called the meeting to order at 12:11pm, a quorum of 25+ members was met. Ashaki asked if there were any proposed amendments to the July 23, 2015, General Membership Meeting minutes. No amendments were offered. There was a motion to approve the July 2015 minutes; the motion was seconded and passed.

Monique presented the Treasurer's Report and explained that the amounts show what has been expended thus far. Ashaki mentioned that the major expenditure shown on the Treasurer's report was as a result of the training and travel related to the AFGE National Convention held in Orlando, Florida in August. There was a motion to approve the Treasurer's Report; the motion was seconded and passed.

Old Business

Chief Stewards Report – Will Taylor mentioned that he will be on a 120-day rotation assignment within the Office of the General Counsel. Will then introduced Antonio (Tony) Carraway as the interim chief steward during Will's absence. Tony introduced himself and spoke about his background and experience and his desire to be an advocate for employees. Tony also reiterated that the stewards are committed to representing all employees with any and all issues under the Collective Bargaining Agreement (CBA).

Food Patron Committee Report – Otis Collins stated that management reached contacted GSA regarding reopening the cafeteria. Otis stated that GSA and Pat Hoban-Moore from OCHCO are committed to opening the cafeteria. Otis continued that there is a small team that will be assembled to put together a plan to present to GSA by the end of October. Otis also stated that there were others plans for the cafeteria that had nothing to do with food, but that plan was scratched because it was not politically viable. A member asked about the types of food HUD was planning to bring to the cafeteria and Otis replied, "healthy options." Otis also stated that the primary focus right now is to get the cafeteria open and then move on from there.

New Core - Ashaki reported that the negotiations for the training related to New Core did not occur and that management implemented the training and as such, the Union filed an Unfair Labor Practice (ULP) charge against the Department and the New Core process.

OCFO BUYOUT- Ashaki stated the OCFO Buyout will move forward starting on or around December 15, 2015. Ashaki stated that members should call OCFO management staff (Michelle Proctor-Hall) or her for further details.

OCHCO BUYOUT – An OCHCO buyout specific for Headquarters will move forward for eligible employees. Those employees, approximately 6-9, will be leaving the Department in the beginning of October. The rationale behind the buyout stems from unanticipated money available at the end of the fiscal year. The full buyout for OCHCO (which will encompass Headquarters and all field offices) will still occur. At this point the dates have not been determined.

HEALTHY HOMES BUYOUT – The Healthy Homes buyout team is still awaiting negotiation dates with management. New information will be provided when available.

FAIR and EQUITABLE CASE – Ashaki handed out a PowerPoint presentation and highlighted the important facts in the case. The main issue is the size of the class and the potential amount of the award. Ashaki stated that she anticipates that the case will be resolved in no less than 1.5 years. Ashaki also stated that the estimate of the amounts due is approximately \$500 million dollars and that 17 witnesses received a group award of approximately \$1 million. Ashaki stated she will update the members as soon as she is given more information.

New Business

AUDIT COMMITTEE – Ashaki mentioned that the Union is looking for a chair and few members to join the audit committee to conduct a review of the Union's books. Ashaki stated that if no members volunteered, she will appoint members to the committee.

EPPESS – Ashaki stated that if members are having issues with their performance evaluations or their 2016 elements to contact the Union stewards for assistance. She also noted that the steward staff will not be able to attend all of the meetings that have been scheduled. The Union will have to rely on each member to inform us if there are concerns with their ratings or new performance elements.

AFGE NATIONAL CONVENTION – Ashaki briefed the members on the National Convention that was held in Orlando Florida in August. Ashaki mentioned that the hot button topics included per capital increase. Ashaki stated that AFGE pays \$13.68 per pay period compared to NFFE which pays \$25 plus per pay period. Ashaki also mentioned the Big Enough to Win initiative that was also a focus of the Convention. To fund the initiative, there were over 100 resolutions to increase the dues and change the way that AFGE does business. However, those resolutions failed. However, there was a resolution to increase dues by \$.1.16 per month that passed. This change in the per capita will mean an increase of .58 cents per pay period. Per section 24 subsection 2 of the Local Constitution and By-laws any

increases in per capita shall automatically increase the dues by the same amount. Ashaki mentioned that the dues increase will help the Union receive more training, and will allow AFGE National to increase our lobbying efforts. She also stated that there are many groups that are not Union/Federal friendly and increasing our lobbying efforts will help AFGE effectively fight these groups. Ashaki also stated that there is a per capita increase of \$1.00 per pay period for retired members.

LEGISLATIVE AND POLITICAL ORGANIZATION – Ashaki introduced Apollos Baker, District 14's, Legislative and Political Organizer. Mr. Baker briefed the members about what the legislative and political department is doing and about the dos and don'ts regarding political action. Mr. Baker communicated several issues to AFGE members including the 2015 Federal Employee Fair Treatment Act and how the Act will affect employees. Mr. Baker also spoke about the FAIR Act which will increase the rate of pay by 3.8 percent. Mr. Baker reiterated that the Legislative Group of AFGE is here for all members and that they will continue to lobby for us.

A motion was made to adjourn the meeting. The motion was seconded and passed. The October 2015 General Membership Meeting was adjourned at 1:11pm.

Respectfully submitted,

Kirk Mensah

Secretary

AFGE Local 476