



# American Federation of Government Employees Local 476

*Affiliated with AFL-CIO*

451 7th Street, SW, Suite 3142  
Washington, DC 20410

Ashaki Robinson Johns, PhD  
President  
Regional Vice President, Council 222

Phone: 202-402-3077  
Fax: 202-708-7638  
E-mail: Ashaki.Robinson-Johns@hud.gov

## **GENERAL MEMBERSHIP MEETING MINUTES**

Wednesday, May 11, 2016

Auditorium C

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

Ashaki called the meeting to order at 12:14pm, a quorum of 25+ members had not been met until 12:27 pm. Ashaki asked if there were any proposed amendments to the April 7, 2016, General Membership Meeting minutes. No amendments were offered. Nathaniel Johnson moved to approve the April 7, 2016 General Membership Meeting minutes. Sandra Wright seconded the motion. The motion passed.

Monique asked if there were any questions or concerns with the Treasurer's Report that had been distributed. There were no questions or comments regarding the Treasurer's report so Monique asked for a motion to approve the report. Nathaniel Johnson moved to approve the Treasurer's Report as presented. Sandra Wright seconded the motion. The motion passed.

### **Old Business**

**Chief Stewards Report** – Chief Steward Antonio (Tony) Carraway was out on leave so Ashaki gave the report on his behalf. Ashaki mentioned a couple of the wins that the stewards achieved since the last meeting including career ladder promotions and back pay cases. In addition, stewards were also successful in obtaining regular telework schedules for employees. Ashaki mentioned the significant changes/disruptions that will be occurring with the Metro train service and advised employees to consider applying for regular and/or situational telework if their duties are portable. Ashaki advised employees to contact the Union as soon as possible if their daily job functions do not lend itself to telework. Ashaki explained that the Union is against employees being forced to take leave because they are unable to get to work due to the disruption with Metro and will have conversations with management addressing that issue.

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**Food Patron Committee Report** – Ashaki stated, on behalf of Otis Collins, that the cafeteria survey was issued a couple of weeks ago and the Department received over 200 responses. Ashaki stated that based on initial analysis of the of the survey, many employees stated that they would use the cafeteria if it reopened. She also stated that after the Department and the Union completes their review, a statement of work will be issued through GSA with an expected issuance date of September 30th.

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**FAIR and EQUITABLE CASE** – Ashaki gave a brief history of the case and highlighted the important facts in the case. She mentioned that Council 222 has won the arbitration and that this issue has gone on for 12 years because management continues to file appeals for every victory the Council has won. Ashaki also stated that the estimate number of affected employees stands at over 2000 and the expected loss to the Department is approximately \$800 million. However, Ashaki mentioned that the settlement will be far less than that and the awardees will be current and retired/separated employees. She stated that the latest update is that there is no political will to bring this case to settlement. Management has not included anything in the budget for this case. Ashaki stated that presently, there is uncertainty about who will be included in the class and the amount of the settlement and is up for debate. Ashaki concluded that employees should not be waiting for a payout. If employees are experiencing a prohibited personnel practice in their office, they should immediately come to the Union for resolution.

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**Local Committees** –

**Social Engagement** – Ashaki provided an update to the plans for the Holiday Celebration stating that initially, the proposed date for the celebration was Friday, December 23, but due to the high number of employees that are expected to be out of town, the date has been changed to Friday, December 16, 2016, in the evening. She continued that the celebration will be more formal where employees will be encouraged to dress in formal wear. Ashaki stated that the Social Engagement committee is focused on doing more events as a Local and one of the events that is currently being planned is a Labor Day picnic/gathering. The gathering will be held on the weekend so employees will be able to bring their families. The date is scheduled for late August or early September.

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**Affinity Group** – Ashaki briefed members on her meeting with the affinity groups (by definition, affinity groups are formed due to a common area for example, Big, veterans, etc.) Ashaki mentioned that management has been unfairly and unjustly using the affinity groups to circumvent bargaining with the Union. As such, Council 222 brought an ULP against management and has been successful. She asked whether or not employees were experiencing any issues within their office and then opened up the floor for discussion:

A member brought up the issue of job security within the Office of the Chief Financial Officer due to New Core.

Fareed Abdullah brought up the issue of members not receiving timely performance reviews (midyear and final). He advised members to proactively participate in the performance process and engage management regularly. Other members mentioned that it's an arduous process but Ashaki assured members that the Union is here to assist throughout the process. Ashaki stated that the Union will endeavor to have regular conversations regarding performance in the coming months.

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A motion was made to adjourn the meeting. The motion was seconded and passed. The May 11, 2016, General Membership Meeting was adjourned at 1:00 pm.

Respectfully submitted,

Kirk Mensah  
Secretary  
AFGE Local 476