



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

Thursday, July 28, 2016

Auditorium C

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

Ashaki called the meeting to order at 12:17pm, a quorum of 25+ members had not been met. As such the General Membership Meeting minutes of May 11, 2016, and the July Treasurer's Report were reviewed but could not be voted on.

Old Business

Food Patron Committee Report – Otis Collins stated that as of the date of the meeting a performance work statement (PWS) has been prepared for the operation of the cafeteria and the PWS was submitted to GSA. Otis stated that GSA is in the process of reviewing the PWS for approval and a request for proposal (RFP) will be issued by the end of July and/or early August. Otis stated that the committee has reached out to some small businesses to encourage their participation in submitting a proposal. Otis stated that management will propose funds in the 2018 budget for the cafeteria and will endeavor to find funds for 2017 once the contract is signed by the vendor. Otis also mentioned that the strategy of bringing in a small business will allow us to swap out menu items upon request. In addition, there will be a committee created to include members of Local 476 that will monitor the contract of the vendor. The committee will issue surveys to generate comments related to issues good or bad, related to the operation of cafeteria. The committee endeavors to create a partnership with the vendor to create a marketing plan to ensure HUD employees, contractors, etc. are supporting the cafeteria. Ashaki asked how much funds will be set aside for 2017 operation of the cafeteria. Otis replied that approximately \$50,000 to \$65,000 will be budgeted for the 2017 year and \$100,000 for 2018. A member asked if the committee (including members of local 476) will be monitoring the contractor. Otis replied that the committee will not monitor the contract but will have the ability to address local 476's concerns with the GTM/GTR. However, there is nothing that will compel the GTR/GTM to do nothing more than take the committee's concern under consideration. Ashaki stated that an MOU between the Department and the Union may be required to compel the GTR/GTM to do more than just take the committee's comments under consideration.

BUYOUTS – Ashaki stated that she has received numerous emails regarding buyouts but the only buyouts that remain outstanding are in OCHCO. However, there has been some talk about a HUD-Wide buyout that was supposedly sent to OMB but there has been no documented evidence. Ashaki continued that if the HUD-Wide buyout were to happen it would be concentrated in support offices, (ADMIN, OCHCO, OCIO, ETC.). A member asked why it would be concentrated in support offices. Ashaki mentioned that

she has no direct information sense no documentary evidence has been provided but she assumes that the HUD-Wide buyouts, if it were to happen, are concentrated in the support offices due to the duplicative services being provided by both BFS, ARC, etc.

CPD REORGANIZATION – Ashaki stated that CPD is going through a reorganization that they are calling a realignment. CPD is proposing to move the technical assistance division into another division. Meetings are scheduled next week to discuss the situation with impacted employees and negotiations should start a few weeks after that. Ashaki stated that Congress has cut the funding for the Economic Resilience office and as such they have been told not to continue performing work related to the office. A member asked Ashaki to inquire about how management takes into consideration diversity regarding black male management.

HOUSING REORGANIZATION – Ashaki stated that the Housing reorganization is a large reorganization of the Office of Housing that includes Housing Operations, Finance and Budget, and Risk Management. Management has proposed a myriad of changes and has labeled it as a realignment. Ashaki stated that regardless of the name put on the action, realignment or reorganization, both actions require congressional approval and Housing has yet to received approval. However, since Housing has forwarded proposed changes, the Council is in the process of reviewing the documentation and have noticed significant issues including a possible reduction in force. Ashaki asked that if there are employees in the aforementioned offices that have any concerns or questions regarding the proposed change to contact her or the Union as soon as possible so that they can be addressed.

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 the Council is in the process of working out a settlement with management. Ashaki is expecting to hear something within the coming months regarding settlement negotiations.

PIPs and OIPs – Ashaki stated that she will issue an email regarding Performance Improvement Plans (PIPs) and Opportunity to Improve Performance (OIPs). Employees that have been issued a PIP or an OIP should contact the Union immediately. OIPs are the first step for management to either issue a proposal to reduce an employee’s grade or remove them from federal service. Ashaki mentioned that it’s important for the Union to be made aware of the issuance of an OIP because if the OIP is truly an effort to improve performance and the manager is genuinely attempting to do that then that’s great. But the Union is finding that the OIPs are issued to employees that have antagonistic relationships with their managers and the PIP or OIP are actually pitfalls to entice the employee to leave in some way. Some managers are stating that the issuance of an OIP does not constitute Union notification or presence at the meeting. However, Ashaki remarked that since OIPs may lead to an adverse action, the Union intends and wants to be in attendance but cannot if employees aren’t letting the Union know. The Union’s attendance can be integral in the employee’s performance in the PIP/OIP. A member asked if the Union wanted to be made aware of members or non-members that received PIPs/OIPs. Ashaki stated that the Union wants to be made aware of all bargaining unit employees that have been issued a PIP or an OIP regardless of their membership status. Ashaki continued that the Union has a statutory obligation to represent all bargaining unit employees regardless of membership.

A motion was made to adjourn the meeting. The motion was seconded and passed. The July 26, 2016, General Membership Meeting was adjourned at 12:56 pm.

Respectfully submitted,

Kirk Mensah
Secretary
AFGE Local 476