



American Federation of Government Employees
Local 476

Affiliated with AFL-CIO

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GENERAL MEMBERSHIP MEETING MINUTES

Thursday, November 17, 2016

Brooke Mondale Auditorium

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

Ashaki called the meeting to order at 12:10pm. A quorum of 25+ members was reached for today's business. Ashaki welcomed the DC Field office to the meeting via **live webcast**. Ashaki then asked for a motion to accept the meeting minutes from the September 29, 2016 meeting. Monique Love put a motion on the floor to accept the minutes as presented. Member Vasillia Still seconded the vote. The motion was passed without objection.

Treasurer's Report – Monique Love presented and opened discussion for the Treasurer's Report, dated November 17, 2016. A request was made for a motion to accept the Treasurer's Report. Member Gabrielle voted to accept the report as presented. Linda Breeden seconded the motion. The motion was passed without objection, and the Treasurer's report was accepted.

2017 AFGE Local 476 Budget – Ashaki presented and opened for discussion the 2017 AFGE Local 476 budget. Members asked questions regarding: *investment income, securities and bonds, pay day loans, representation expenses and fees, conferences/conventions/meetings, organizing/membership drives, holiday party, request to have the Treasurer's Report presented with line item detail similar to the Budget report*. Members of the Executive answered all questions that were asked. No amendments to the proposed budget were presented.

- ❖ QUESTION: Member Sonya Leriche asked how is it decided if a case will be taken to arbitration. Specifically, criteria used, decision made by executive board, etc.
- ❖ SUGGESTION: Raul Cenicerros requested to have the criteria used by the Local in deciding to take a case to arbitration be put into writing.
- ❖ SUGGESTION: Member (Jesse Leon) suggested we move \$5k from 2017 holiday party to (stewards) Training.
- ❖ SUGGESTION: A member suggested we move the \$5k to a "miscellaneous" pot to be used as needed.

First V.P., Eddie Eitches made for a motion to accept the 2017 Budget as presented. The motion was seconded by member Jordam Kizeni. The motion was passed without objection.

Steward's Report – Due to the lack of time remaining, Ashaki moved to postpone this report so that other critical issues could be discussed.

DEPARTMENTAL/MEMBERSHIP UPDATES

CAFETERIA Update – (Ashaki) The Department solicited another Request for Proposals (RFP). There were no bids received. Ashaki stated that this was primarily due to the cost to use HUD's cafeteria space which is similar to that of L'Enfant, but with much more restricted access. The Deputy Secretary has since requested and received delegated authority from GSA over HUD's concessions. What this means is instead of GSA having deciding authority over who can occupy the space, HUD now holds that authority. As such, the plan is to now bring in (work with) a non-profit. Discussions have been held with S.O.M.E. (*So Others Might Eat*) and DC Central Kitchen, which has a culinary school attached to it. The fare would include some of the items requested in our survey, i.e., various sandwiches, soups and salads. This would make HUD the only federal agency to embark on an endeavor of this kind. The only foreseeable issue at this point would be trying to implement this venture prior to the new Administration coming on board.

CPD REORGANIZATION – (Moving the Technical Assistance Division to the Program Office). To date, negotiations have not been scheduled, and probably won't occur until sometime in December 2016 or January 2017.

RECRUITMENT INCENTIVES and UNION FAIR – The Recruitment Fair is scheduled for November 30th on the north side of the cafeteria between 11am and 1pm. More information to follow. Recruitment incentives of \$100 per new member and their recruiter are being given. Members are encouraged to bring as many new members as possible.

HOUSING OPERATIONS REORGANIZATION – Currently scheduled for the week of December 5th. The current negotiations team lead by James Flynn also includes Ashaki Robinson Johns (President, Local 476), Antonio Gaines (Regional V.P. Local 1568) Sylloris Lampkin (Chief Steward AFGE Local 1568), Michael Clyburn (President AFGE Local 3294) and Dorothy Crow Willard (President AFGE Local 3972). This will not be a negotiation that can be resolved quickly due to the numerous changes being proposed by Management. This seems to be more along the lines of a RIF (Reduction in Force) more so than a reorganization. To our benefit, Lori Michalski is no longer in Housing, she has moved to CPD. If this "move" doesn't occur by January 3rd, there is a strong possibility that this initiative will die as Lori's successor isn't convinced that this is something that Housing Operations should pursue.

A question was raised by member regarding Housing's Budget & Finance as it relates to the reorganization. Ashaki indicated the initiative is directly related to the Office of Risk Management and Housing Operations and not the Comptroller's Office.

FAIR & EQUITABLE UPDATE – Ashaki sent out an email. There is no real update other than we, the Union, are no longer at the settlement table. Management came back with a ridiculous offer, *pennies on the dollar*, which forced us to walk away. The Council has since gone to the FLRA. If

there are any updates, Ashaki stated that members will hear them directly from her. She also advised members that if they had any questions, to please direct them to Local 476 to help reduce the amount of gossip and false information that is circulating.

A question was asked regarding a whether or not there was a formal list of those affected employees? No. The last list held by the Union is approximately 12 months old.

DUNKIN DONUTS – They are officially closing, and their last day will be December 26th. They are no longer happy with the contract they held with the Urban Café. Attempts were made to contract directly with the Department, but were unsuccessful. No other Dunkin Donuts franchisee was interested in taking over the space due to the amount of rent being charged – which is not set by the Department, but the individual contractor (Urban Café). In it's place, the Urban Café will be offering coffee and donuts for sale, which will probably sell for \$1.

NEW CORE NEGOTIATIONS – Negotiations were held a few weeks ago. It still appears that Management has no idea of the real scope of New Core, even a year and three months after implementation. What we do know is that they've lost money - \$9 billion dollars is missing and can't be accounted for. Even as recent as negotiations, Management still cannot provide a comprehensive list of those employees impacted by New Core. We will be coming back to the table in April 2017, after they have done a workload assessment. There are some offices that, although they have lost the financial transaction function of their jobs, their work has either doubled or quadrupled due to the back and forth with Treasury. This has put a severe drain on employees' experience that demands a learning curve with Treasury, which has become quite burdensome – and thus, many have retired or left the Department as a result.

COMMITTEE REPORT(S)

Legislative Committee – Thaddeus Wincek (Chair)

The first Legislative Political Meeting (LPC) will be held in January. If you are interested, please let me or Ashaki know. We currently have a running list of those interested and will be putting out additional information.

OPEN FORUM - COMMENTS/CONCERNS

Ronnie Fairley – Updated membership on upcoming Departmental initiative, “Coaching and Mentoring”. Per Ashaki, this is a pilot program in both the headquarters and field, sponsored by HUD Learn. Our Steward, Kirk Mensah, along with other bargaining unit employees are currently training to become a certified Coach. This program is quite advantageous for employees and their career.

Member – Asked if website could be updated with a list of its Stewards and Chief Steward. Per Ashaki, the list has already been provided for update on the web.

Eddie Eitches – spoke regarding impact of Trump Administration on the Union and its membership. Also, whomever is chosen to assume the position of Secretary and how will it impact HUDs workforce.

Ashaki - suggested more community involvement and/or progressive organizations. For those who are interested in these types of initiatives, and have provided us with their personal email address, we can send you information.

The November 17, 2016 meeting was adjourned at 1:08pm

Respectfully Submitted,

Cynthia Fisher Carter *for*
Kirk Mensah
Secretary
AFGE Local 476