



American Federation of Government Employees Local 476

Affiliated with AFL-CIO

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

Ashaki Robinson-Johns
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, January 26, 2017

Brooke Mondale Auditorium

The following members of the Executive Board were present: Ashaki Robinson Johns (President), Kirk Mensah (Secretary), and Eddie Eitches (1st Vice President). Monique Love (Treasurer) was not present at the meeting. The position of 2nd Vice President is vacant.

Ashaki called the meeting to order at 12:09pm. A quorum of 25+ members was reached for today's business. Ashaki then asked for a motion to accept the meeting minutes from the November 17, 2016 meeting. A motion was properly moved and seconded to accept the minutes as presented. The motion was passed without objection.

Treasurer's Report – Ashaki presented and opened discussion for the Treasurer's Report, dated January 16, 2017. A member asked for clarification on what the "RVP Funds" were as listed on the report. Ashaki stated that RVP stands for Regional Vice President and the RVP represents the HUD Locals in the region. She continued that the RVP receives a monthly rebate (per member) as part of the per capita that is paid to Council 222. The funds are usually used for trainings, furloughs, etc. A request was made for a motion to accept the Treasurer's Report as presented. A motion was properly moved and seconded to accept the Treasurer's report as presented. The motion was passed without objection and the Treasurer's report was accepted.

Steward's Report – Ashaki stated that January has been a very active month the Local's stewards including suspensions, filing and winning grievances related to back pay, and 2016 performance evaluations. Ashaki informed members that based on an Unfair Labor Practice (ULP) filing, a bullying manager was forced to retire. This manager bullied and harassed employees in her office and threatened to retaliate against employees for going to the Union. The manager was involved in the Department losing a 1 million dollar EEO settlement claim for reasonable accommodations. Ashaki also asked members to let Union if their chosen award for the 2016 performance cycle has not been honored, i.e., cash vs. time-off.

DEPARTMENTAL/MEMBERSHIP UPDATES

CAFETERIA Update – Otis Collins provided the update to the opening of the cafeteria. Otis stated that after two rounds of Request for Proposals (RFP), no bids received, i.e. no vendor was interested. As such, the Department reached out to DC Central Kitchen to prepare and provide different food items to the local community. Unfortunately, due to DC Central Kitchen's organizing charter, i.e. 501 c3, they cannot provide food for HUD employees for a fee. However,

the committee is exploring the possibility of creating the opportunity for DC Central Kitchen to provide food in April. The cost and other logistics are still in discussions. A member asked how long will DC Central Kitchen occupy the cafeteria space. Otis stated that there is no current end date for DC Central Kitchen to occupy the space. A member questioned the possible aromas that may be created from the food prep. Otis stated there may be aromas but it should be contained on the first floor.

CPD REORGANIZATION – (Moving the Technical Assistance Division from the Office of Administration within CPD to the Office of Community Renewal). Ashaki stated that negotiations are scheduled for the last week in January 2017. Ashaki stated that Cliff Taffet is very reasonable in terms of ensuring that employees are vital to getting the work done efficiently and wants to cause the least amount of disruption as possible. A member asked if there were any proposed changes to current employee assignments. Ashaki stated that is not a proposal being negotiated.

Departmental Moves - Ashaki stated that there are several moves that are currently being planned throughout the Department. One such move is a push to get rid of leased space that houses employees outside the Weaver building which affects where and how employees are seated. The two offices involved are PIH and FPM. The major concerns involving PIH is cubicle height and the lack of privacy to perform normal duties. The low cubicle height is in direct contradiction to the collective bargaining agreement (CBA). The Union is addressing the issue to ensure management adheres to the CBA. The FPM move involves employees going from office space to cubicles and the removal of teaming space. FPM's daily functions involve conducting business on the phone, so low cubicles are not conducive to their business. The Union has recently been notified that due to the violations of the CBA, the FPM move has been placed on hold.

HOUSING OPERATIONS REORGANIZATION – Ashaki informed the members that negotiations were held during the first week of December 2016. Ashaki stated that the reorganization involved more than the just the Office of Operations. The reorganization involved Operations, the Office of Risk, and the Office of Finance and Budget. It was instigated by Lori Michalski who is no longer the DAS of Housing Operations and has since moved on to be the DAS in CPD, however, she remained as part of the team. In addition, Jason Stayonovich moved from the DAS in the Office of Risk to the DAS in FHEO. Ashaki mentioned that there were no management team members from the Office of Housing Operations. In addition, management proposed starting up the Office of Continuous Improvement yet that Office had been in existence for the past three years. In addition, management refused to bargain the impact and implementation of the Office of Continuous Improvement. As such, the Union filed a ULP for management's refusal to bargain. The Union will go the FLRA on this issue.

FAIR & EQUITABLE UPDATE – There are still no updates other than we, the Union, are no longer in settlement talks. 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.

COMMITTEE REPORT(S)

Legislative Committee – Thaddeus Wincek (Chair)

Thaddeus informed the members of its purpose. The LPC's goal is to discuss legislations that are proposed in Congress and how members can take some coordinated action to address the legislation including mobilizing and contacting our designated Congress person. The first meeting was held in January with a large group. He advised interested members to contact him or Ashaki. Eddie Eitches stated that while at an Urban Institute Forum, he was asked assist in the vetting of Dr. Carson, the nominated HUD Secretary. He stated that he was involved in trying to get Dr. Carson to focus on major housing issues involving LGBT issues, Lead pipe issues, Fair Housing issues, etc. Ashaki reminded members that HUD employees are forbidden from sending any legislative emails over HUD email. As such, she encouraged members to visit the AFGE website to update their personal information including personal email address. Ashaki informed members that one of the legislations that is being proposed is the reduction and/or elimination of official time. Official time is the time stewards use to work on employee issues. Without official time, most if not all members will not have the time to work on employee related issues, except during night and weekend hours. Another piece of legislation that is on the Hill is the elimination of dues deduction. Without dues deduction, members must hand deliver check, cash or money orders to pay dues. That will reduce membership. These are all tactics to get rid of Unions.

The January 17, 2017 meeting was adjourned at 1:00 pm

Respectfully Submitted,

Kirk Mensah
Secretary
AFGE Local 476