



American Federation of Government Employees
Local 476

Affiliated with AFL-CIO

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GENERAL MEMBERSHIP MEETING MINUTES

December 07, 2017

Brooke Mondale Auditorium

The following members of the Executive Board were present: , Ashaki Robinson Johns, President, Cynthia Fisher Carter, 1st Vice President, Kirk Mensah, 2nd Vice President, . Rodney J. Rose Sr., Secretary and Monique (Love) Biggs, Treasurer.

Ashaki Robinson Johns (President), called the meeting to order at 12:05pm. A quorum of 25+ members was reached for today's business. As such, both July and September's minutes and Treasurer's Report(s) were approved with corrections being made.

2018 Budget Presentation – Monique Biggs, Treasurer, reviewed the proposed budget for 2018. Ashaki asked if there were any objections to the current proposal. One member had a question about the "We Are One" event and Ashaki assured the member that for 2018 there would be a plan to have an indoor/outdoor party/celebration for the Labor Day celebration, dependent upon the weather conditions; even if we need to get a tent. Monique requested for a motion to approve the 2018 budget, which was seconded and approved. Members were requesting to see the budget prior to the meeting. Members were advised to come to the union office for a look at the budget before the meeting. Monique is requesting a motion to approve the Treasurer's Report as of December 6, 2017, noting that the current report was not completed due to items that have not been finalized and added to the report. Monique indicated that most of the receipts have not be received to give an accurate account of the funding. A motion was approved and seconded.

Election Report – The Election Committee consisted of: DeVawn Hamilton, Evelyn Smith-Florence and Elizabeth Cochran. Election Committee Chair DeVawn Hamilton reviewed the results of the election Ashaki Robinson Johns, President, Cynthia Fisher Carter, 1st Vice President, Kirk Mensah, 2nd Vice President, Monique (Love) Biggs, Treasurer, Rodney J. Rose, Secretary, Delegates Christopher Mclennon, Jerry Gross, Holly Salamido; Alternate Delegates Monique Denhart, Mark Matulef, Nathaniel Johnson. Eric Bunn, National Vice President for District 14 was present to swear in the new officers.

Steward's Report – Chief Stewardess, Cynthia Fisher Carter welcomed members and briefed them on several specific issues that are coming up within the local. Some topics mentioned were: performance elements: making sure that your elements are "SMART" and that they actually reflect what you do and that it ties into your position description (PD). The Union is

finding that Management is changing employee's performance elements and not notifying the Union. The member's that were present were told to be on the look out for changes and things that you are not actually able to accomplish. Cynthia also stated that the Union is looking for new steward's people to come on board to join the team and people who believe in our Collective Bargaining Agreement and believe in what we stand for and what we do. Please come to the Union office in room 3142 and see Ms. Carter. Note: If you have not received to your performance evaluation for FY16 and FY17 please let us know.

Ashaki Robinson Johns, President briefly spoke on the holiday party, and reminded members to pick up their tickets NLT December 11, 2017. She also reminded attendees to not give their tickets to non-members. Ashaki also provided an update on Eddie Eithches' Article 23 case, which was appealed and mitigated. He will be able to be an AFL-CIO affiliated member starting January 1, 2018.

Kirk Mensah, 2nd Vice President talked about Single Point of Contact negotiations, for the Office of Public and Indian Housing's, the Office of Native American Programs. The Union met with management, and could not come together on an amicable agreement. The program office decided to institute the program, to which the Union filed an Unfair Labor Practice (ULP). Kirk asked the members if any new developments occur in that office to please let us know immediately. Cynthia Carter stated that this issue is also happening in the PIH Budget office.

Cynthia Fisher Carter, 1st Vice President then talked about another hot issue: Hostile Work Environments and Anti-harassment. The Union is currently in negotiations with management regarding the Departments Anti-harassment policy, however she was not sure if we would reach an agreement. Employees need to be aware of their rights and what protections they have. If you feel that you are working in a hostile work environment, please start the process by going to your Administrative Officer and then notify the Union.

Ashaki Robinson Johns talked about the Health and Safety Committee, which is comprised of both Union and Management officials, and addresses health and safety issues around the Department. Management has let this committee fall to the back burner, however, the Union will be trying to start this committee again due to a lot of issues within the Department. We are looking for volunteers to be on this committee, and an email will be sent out. Note: the legislative committee will be starting in January, on Thursday's from 12 to 12:30.

Cynthia Fisher Carter talked about the Departments program for Floor Wardens and Zone Monitors and how Management has refused to administer time off awards as they have in the past. The Union is currently negotiating this matter and as soon as it is resolved, an email will be sent out.

A motion was made to adjourn the December 07, 2017 meeting at 01:04 p.m. The motion was seconded and the meeting adjourned at 01:04 p.m.

Respectfully Submitted,

Rodney J. Rose Sr.
Secretary
AFGE Local 476