



American Federation of Government Employees

Local 476

Affiliated with AFL-CIO

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GENERAL MEMBERSHIP MEETING MINUTES

January 25, 2018

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 12:10pm. A quorum of 25+ members was not reached for today's business. As such, both December and January's minutes and Treasurer's Report(s) were not approved.

Budget Presentation – Monique Biggs, Treasurer, reviewed the final budget for 2017. Mrs. Biggs indicated that she couldn't provide the final numbers at the last meeting in December due year ending being two weeks away. The final report will show what was spent for the entire year. Mrs. Biggs did indicate that we were underbudget. The next report that was given was the treasurer report. The report covered January 1 to the January 25, 2018 and it showed that only dues to the various local affiliations that Local 476 belongs to along with dues that were received.

Chief steward Report: Cynthia Fisher Carter reports that performance issues have not been as prevalent has in the past. She indicated that minor issues with management and FY18 performance and that the employees should check their standards to ensure that the are SMART and matchup with your PD and for them to contact the union if they have any issues. Ms. Carter also, talked about the floor warden and said that management unilaterally decided that they will not be giving out incentive awards for participation and a demand to bargain was filed. One of the sticking points to the demand was that management indicated that in order to receive a time off award the employee had to have not had any disciplinary actions against them and be fully successful even though this task is not being rated. The that the agency is using to justify these actions has been incorporated in the appropriation bill the union can send out the language if you would like to have it. Information about the program will be sent to the members when updates happen.

Ashaki spoke about the holiday party in December, however the members in Virginia complained about not having the function there. It was determined that venues in Virginia can not accommodate the large body members. Ashaki ask that if any members that live in Virginia

or DC know of any venue that can accommodate the Local please reach out to the union and let them know ASAP.

Performance Awards: The agency has decided not to give out performance awards until the agency has an approved budget and not on a continuing resolution (CR).

Career lateral promotion: If you are performing at the fully level you should be getting your promotion. 52 weeks after your last promotion it is not unusual to have a 1 pay period delay in receiving your next grade. Some members are being denied for various reason, if you know anybody that this happened to please let the union know. Ashaki will be sending out more details on this matter. Chris Mclennon is taking the lead.

Legislative Committee Chair: The current chair has moved to NYC and the union is in search of finding a replacement for the committee. The union has one volunteer and if you are interested in doing this please contact Ashaki. Ashaki also mentioned Call to order; asking the members to come to the union office to use union equipment to contact their representatives about issues; Ashaki indicated that she will send out an email to the membership about participating.

A motion was made to adjourn the January 25, 2018 meeting at 01:04 p.m. The motion was seconded, and the meeting was adjourned.

Respectfully Submitted,

Rodney J. Rose Sr.
Secretary
AFGE Local 476