



American Federation of Government Employees

Local 476

Affiliated with AFL-CIO

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GENERAL MEMBERSHIP MEETING MINUTES

March 29, 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 reached before the meeting ended to approve the outstanding business of the treasurer's report and minute meetings for both December and January's minutes and the Treasurer's Report(s) which were approved.

Treasurer's Report – Monique Biggs, Treasurer, reviewed the final budget for Income and Expenses from January 1, 2107 through December 31, 2017 and Income and Expenses from January 1, 2018 through January 24, 2018. Ashaki also mention that the incentives from miscellaneous income as it relates to organizing membership because AFGE has changed its incentive program back to 100.00 for the recruitee and 50.00 for the recruiter.

Steward's Report: Cynthia Fisher Carter was not present at this moment and Ashaki gave a report. Ashaki mentioned the process for the Federal Labor Relations Authority (FLRA).

Kirk Mensah updated the members about the outstanding arbitration. Kirk indicated that because of the agencies witnesses the union chances of winning went from 30% to the change of 60 to 70% chance of prevailing.

Ashaki asked the members if they knew of anyone wanting to become a union representative please contact the union office.

Update on Local 476 Issues:

Cynthia Carter Fisher explained that the union filed a grievance of the parties for the effective people for the floor warden/zone monitors. Management has not been acting in good faith and implemented new policies. Meeting will be held with management March 29, 2018.

Management decided that everyone will get two monitors laptop and other items. You are not required to take the laptop home. If you don't have a telework agreement in place you are not required to take the laptop home. Management can't force you to telework. If you have any issues let Ms. Fisher Carter know.

Holiday Party:

Ashaki discussed the Holiday Party and the issue that have been mentioned. Various venues were discussed, and a resolution has not been found. Members were asked to provide info on venues that they know of in Arlington VA or places near HUD. Members will be presented information on each of the venues at the electronically or in a membership meeting.

Federation Wide Issues:

Here's what happened: Management at the Department of Education unilaterally replaced the collective bargaining agreement (CBA), falsely declaring that the AFGE Council of Education Locals had "waived their right to bargain" because the parties' negotiations over ground rules took too long. They declared the previous CBA's one-year extension to be "expired" as of December 2017, and replaced it with a document labeled "collective bargaining agreement." They even had the arrogance to put an (outdated) AFGE logo on it to create the fake impression that this was a joint agreement! Make no mistake: this is not a collective bargaining agreement, it's some kind of royal edict from an agency that thinks it's above the law. AFGE attorneys have already challenged this action by filing an unfair labor practice charge filed with the Federal Labor Relations Authority.

- The terms imposed in this edict took effect March 12th.
- The edict bears almost no resemblance to the previous contract: it eliminates 36 articles, including those on telework, child and elder care, accommodation of employees with disabilities, training and career development, and workplace health and safety, among others.
- The edict ends the normal provision that permits a member to revoke authorization for dues deduction during a 30-day period after any 12-month period. Instead the agency has declared (in violation of the law) that it will automatically stop the employees previously authorized dues deduction at the end of 12 months. Each member will have to re-authorize dues deduction, i.e. re-join the union, every single year or else his or her membership will be automatically ended by management. That's right – they've decided that management will make the decision for the employees on whether they remain a union member.
- There is no official time for handling grievances and other forms of representation. All union representatives, who previously were authorized for official time during the workweek were required to return to their regular jobs. This is clearly an attempt to interfere with workers' ability to exercise their rights and intimidate all workers, especially whistleblowers who rely on union representation for protection.
- They kicked every local union steward out of its agency office space last Monday, but offered to rent space back only to the Council president at "fair market value" going forward. Shop stewards and union officers were locked out of agency computers, cell phones, and other property previously supplied to allow the union to carry out our duty of fair representation. The union had to quickly transfer all files to paper or union owned equipment.
- Its provisions for mid-term bargaining are a sham.
- The terms of the edict are supposed to remain in effect for seven years.

Performance Awards:

Ms. Fisher Carter also mentioned the performance awards and the law. HUD is prohibited from offering any awards to employees who were subject to administrative discipline during FY 2017 or who have been subject to administrative discipline at any point during FY 2018 before the award is approved by a management official (obligated) or before the award is paid (expended). This prohibition covers all awards that HUD management may issue, including performance awards, special act awards, spot awards, cash awards, time-off awards, and non-cash awards.

Law(s):

- Public Law 115-96 (Dec. 22, 2017) <https://www.congress.gov/115/bills/hr1370/BILLS-115hr1370enr.pdf> (extending the previous continuing resolution through Jan. 19, 2018).
- Public Law 115-90 (Dec. 8, 2017) <https://www.congress.gov/115/bills/hjres123/BILLS-115hjres123enr.pdf> (extending the previous continuing resolution through Dec. 22, 2017).
- Public Law 115-56 (Sept. 8, 2017) <https://www.congress.gov/115/plaws/pub56/PLAW-115pub56.pdf> (see Sec. 101(a) on p. 1139, indicating that the government operates under the authority and conditions provided in the prior Acts).
- Public Law 115-31 (May 5, 2017) <https://www.congress.gov/115/plaws/pub31/PLAW-115pub31.pdf> (see Sec. 233 on p. 788).

The current allocation for EPPES performance awards is below:

Performance Award Payment: Proposal #1	EPPES			PACS		
	Outstanding	Excellent	*Fully	Outstanding	Excellent	*Full
Salary %	1.50%	1.00%	.50%	1.75%	1.00%	.50%
Time-Off Award Hours	32	24	N/A	40	24	N/A

A motion was made to adjourn the March 29, 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