



American Federation of Government Employees

Local 476

Affiliated with AFL-CIO

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Emergency MEMBERSHIP MEETING MINUTES

May 31, 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 12:04pm.

Fair and Equitable Case;

- In 2002 the Union filed a grievance alleging that the Agency violated the Parties' Collective Bargaining Agreement by not treating all employees fairly and equitably
- The Agency would:
 - Post internal and external vacancy announcements, but would cancel the internal announcement and only hire off of the external announcement;
 - Require HUD employees to take a downgrade in order to be eligible for higher career ladder promotion opportunities.
 - Discourage or tell current employees outright not to bother applying for external vacancy announcements because they wanted to increase the size of the workforce and wanted new hires only.
- The Union won the case in 2004 as a result of the Agency not providing all of the requested vacancy announcements
- The Agency submitted and lost 6 different exceptions (appeals) to the Federal Labor Relations Authority (FLRA)
- Over the last 14 years the composition of the FLRA board has been pretty balanced
- The change in the most recent Administration has been drastic
- On May 25, 2018, the FLRA ruled against the Union for the first time ever
- The FLRA ruled in favor of the Agency and threw out the entire Fair and Equitable case
- To date, we have not been able to identify any avenues to appeal although AFGE
- AFGE National is conducting an expedited review of the case

Executive Orders:

Trump has issued 3 Executive Orders specifically targeted at destroying representation of bargaining unit employees

“Promoting Accountability and Streamlining Removal Procedures Consistent with Merit Principles”

Ensuring Transparency, Accountability and Efficiency in Taxpayer-Funded Union Time Use”

“Developing Efficient, Effective and Cost-Reducing Approaches to Federal Sector Collective Bargaining”

Merit Principles:

- Gives performance priority consideration over seniority during Reductions in Force (RIF)
- Eliminates fairness in disciplinary actions (no requirement of same standard application)
- Advises against progressive discipline in most cases
- Removes defined timelines for employee improvement and gives discretion to supervisors to terminate employees in an undefined timeline

Union Time:

- Reduces your access to union help and guidance in the workplace
- Drastically cuts the hours union representatives are available to respond to your needs (e.g. no full-time union steward access, reps using LWOP to represent employees)
- No filing of grievances on official time
- Eliminate Union offices in the building or force unions to pay full price for the space
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What will This Mean for US:

- Restrict access to Union officials
- Undermine the tenets of the Civil Service Act of 1978
- Take away most of the rights that you currently have as a bargaining unit employee
- AFGE National has filed an injunction and lawsuit against Trump, Office of Personnel Management and its director Jeff Pon
- AFGE Council 222 is working collaboratively with AFGE National on contract negotiations
- Increase our membership numbers by organizing bargaining unit employees

Action Steps:

- Contact your representative (during non-duty hours only)
 - <https://tinyurl.com/yah77gbv>
- Encourage your relatives and friends to contact their representatives (especially when prompted by AFGE National)
- Update your personal email address at afge.org
- Become a Union steward
- Vote in the next mid-term election
- Be ready for action!

Full Executive Order:

<http://dataserver.lrp.com/DATA/servlet/DataServlet?fname=Executive+Order+Ensuring+Transparency+Accountability+and+Efficiency+in+Tax.pdf>

A motion was made to adjourn the May 31, 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