



# American Federation of Government Employees

## Local 476

*Affiliated with AFL-CIO*

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### **MEMBERSHIP MEETING MINUTES**

September 20, 2018

Brooke-Mondale Auditorium

The following members of the Executive Board were present: Ashaki Robinson Johns, President, Cynthia Fisher Carter, 1<sup>st</sup> Vice President, Kirk Mensah, 2<sup>nd</sup> Vice President, . and Monique (Love) Biggs, Treasurer.

Ashaki Robinson Johns (President), called the meeting to order at 12:10 p.m.

Chief Steward Cynthia Carter

1. The Union went to arbitration for an employee that was removed from the agency. The Union prevailed, and the employee received her position back in the agency. The Union is currently working on making that employee whole.
2. Union is asking members to support membership by getting non-Union members to become members.
3. Letting the Union know when issues are happening in your prospective offices; If you are not sure about an issue then stop by room 3142 and speak to someone in the office for guidance.
4. The Union did not vacate its current location 3142.
5. Delayed evaluation:
  - a. Some members should not be surprised;
  - b. Anything less than fully, Inform the Union immediately;
  - c. If you received a Performance Improvement Plan (PIP) or an Opportunity to Improve Plan (OIP); notify the Union immediately.
6. The Union is looking for new stewards. If you know of someone that would like to advocate for members rights come by 3142 to see Cynthia or send an email to [Cynthia.F.Carter@hud.gov](mailto:Cynthia.F.Carter@hud.gov).

President Ashaki Robinson-Johns

1. The Union let promoting wins in the agency fall through the cracks due to representational work for the members.

2. If you are not willing to represent members on their issues, the Union is looking for members to update the bulletin on the 2<sup>nd</sup>, 4<sup>th</sup>, 6 and 8<sup>th</sup> floor; all information for the bulletin boards will be supplied by the Union.
3. Health and Safety Issues;
  - a. Some employees are sensitive and suffering from conditions within HUD's current environment;
  - b. Suite 5200 in FHEO currently has some type of mold which prompted the agency to move 30 people to another area, and had not informed the Union as to what the results were from the findings;
  - c. A Health and Safety board is needed; members are asked if anyone is interested in participating to please contact Ashaki;
  - d. The building is currently having issues with temperature regulation after installing new equipment;
  - e. The Union is meeting with Pat Hoban-Moore and Nelson Bregon to discuss establishing the Health and Safety Board again; the Agency is problems currently
  - f. There is an infestation of rodents on the 2<sup>nd</sup> floor.
4. Union office update:
  - a. The Union maintains its office space in room 3142
  - b. During the Executive Orders (EO) Joe Sullivan of ELR took the position of trying to move the Union out of 3142, taking back all of the equipment, official time and or anything that was mentioned in the orders.
  - c. Union responded to the agency by sending a demand to bargain and filed a ULP Grievance for initiating this action in the first place. Management rescinded the request.
  - d. The Union spent time during these actions looking for other space within area. The Union found space at cost of 2200.00 per month on the wharf; This put the annual holiday party on pause, because the money that is spent on the party is about the amount that is spent on the party yearly.
  - e. After the internal issues were resolved the Union decided to continue with the holiday party.
    - i. A space in Virginia proved to be more costly and an inconvenience for the members. The Union is considering last year's location at Martin's Cross Winds
    - ii. There will be an update to the Union party before the next Union meeting.
5. Grievance of the Parties
  - a. Back in March, the Chief Procurement Officer sent a letter to the Council that the agency was going to move bargaining unit members to non-bargaining positions because they were going to add less then 25% supervisory duties to GS 14 field office positions, but primary in HQ.
  - b. Union met with Jimmy Scott and the CPO and learned:
    - i. The agency had no plan to hire new people

- ii. MOU was presented agency on this matter
  - iii. Agency decided to move the position anyway after three months. This became a classification issue
  - c. Union is moving very cautiously in this matter and filed a grievance on based on the fact that employees must have a PD that reflects what their current duties are and not what they will be in the future.
  - d. In the past, the Union has had issues with incorrect coding; these issues were resolved quickly, but now the agency is taking a stance on correcting coding issues.
  - e. Cases that are clearly against the CBA by management may be taken to arbitration.
6. Performance Awards
- a. A grievance was filed by the Council about performance awards and it was going to arbitration, but the Agency wants to settle and Ashaki asked for a few people to submit examples of when they received their performance awards, when people got them and what pay period it was received
  - b. Contract negotiated on ground rules, management walked away from the table; impasse panel is awaiting the Unions response.

Recruiting Event is going to be happening in a few more weeks.

A motion was made to accept the meeting minutes from the May 17, 2018 meeting and the emergency meeting on May 31, 2018 and the Treasurers report for September 20, 2018, all was seconded and approved. A motion was made to adjourn the September meeting at 1:04 p.m. The motion was seconded, and the meeting was adjourned.

Respectfully Submitted,

Rodney J. Rose Sr.  
Secretary  
AFGE Local 476