



# American Federation of Government Employees

## Local 476

*Affiliated with AFL-CIO*

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Washington, DC 20410

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President  
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### GENERAL MEMBERSHIP MEETING MINUTES

#### Auditorium C

March 28, 2019

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

Ashaki Robinson (President), called the meeting to order at 12:08pm. A quorum of 25+ members was reached for today's business. The final budget report for 2018 dated January 24, 2019 and the current estimated budget expenditures were presented for 2019 dated March 28, 2019, were approved and seconded, along with the minutes for the meeting dated November 29, 2018.

#### Steward's Report –

1. Local has been receiving a lot of notifications for moves. Please respond to the emails that you received from the union office.
2. Grievances involving EPPES (2018) you only have 45 days to grieve
3. Re-Org's in CPD PDR are currently or will be engaged in negotiations
4. While on probation try to mitigate your issues within your department, because you can be terminated on your last day
5. Removals-the departments is super engaged. If you receive PIP or OIP please notify the union as soon as possible. OIP is the last step regarding your performance. If you get a level 1 you will 99% be removed from federal service.
6. Union will have a lunch and learn on OIP/PIP on April 25, 2019. An Email to RSVP will be sent out.
7. If you are experiencing any hostility issues within your program office, please let the union know of those types of issues to be addressed in the appropriate way.
8. If you'd received a promotion or any monetary award and it is late please let the union know immediately. The only way **to try to make you whole is to file a grievance.**

#### President:

- a. The Union maintains its office space in room 3142. Not anticipating move from now until December 2019.
- b. Ashaski will not be readily available for the remainder of the year due to contract negotiations with the agency. (updates can be obtained in 3142)

- c. Meeting with the Executive Board about increasing the dues and possible cancelling the union parties.
- d. Will be sending out correspondence from the council detailing the changes that the agency wants to make.
- e. Performance bonuses were late, and we are going to arbitration. The agency is trying to reach a settlement.
- f. National student loan repayment grievance went to arbitration.
- g. Maxi-Flex grievance was filed due to violation of the contract
- h.

Cynthia

- a. Initiating the hostile work environment investigation due to a lot of complaints about harassment within various offices. Members that have an altercation with their supervisor or another employee should contact the union ASAP
- b. Weingarten rules were disseminated amongst the members.
- c. Do not interview with the IG unless you have representation present. In some cases it will be used against you. Do not give statements to anybody without union representation being present
- d. Always speak to the union before you admit to any violation even if you did it, because it will come back in most cases against you. Never sign any documents without the union being present or notified
- e. A Record guide on your OPF. Ensure that you know what is in your personnel folder

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).

A motion was made to adjourn the March 28, 2019 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