



**GENERAL MEMBERSHIP MEETING MINUTES**  
**Brooke-Mondale Auditorium C**  
**July 18, 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 12:08 pm.

**Steward's Report:**

1. Employees wanting to file a grievance regarding their EPPES (2018), please remember you only have 45 days from the date you receive your rating to grieve it.
2. The Union will be negotiating the re-org's proposed for CPD and PD&R.
3. While on probation, try to mitigate your issues..We have seen instances where probationary employees were terminated on their last day.
4. **REMOVALS** - the Departments is super engaged. If you receive a PIP or OIP, please notify the Union as soon as possible. An OIP is the last step in the performance process before a proposal to remove from federal service is given. If you receive a level 1 rating, there is a high probability you could be removed from federal service.
5. If you are experiencing instances of harassment and/or hostility, please let us know immediately.

**President's Report:**

Updates on HUD-Wide Union Issues

2. Performance Awards Grievance –let us know if you have not received your Award from your performance evaluation.
3. If anyone has been issued a PIP or OIP, please contact the Union ASAP.
4. Hostile Work Environment: see Cynthia Carter
5. Update on Executive Orders Court Appeal: May 2018
  - Impact perf. appraisal
  - Official time
  - Office space for Union
  - Current Executive Order(s) do not override the current contract at this time.

Union Negotiations

1. J. David Cox, AFGE is negotiating article 10.16, lost Maxiflex w-arbitration
2. Perf. Awards/Settlement: Will be in arbitration.
3. Student Loan Repayment/Arbitration: Lost on an issue, will appeal.
4. Regarding Protest: We cannot protest, go to your Ssenator regarding issues/exec. orders
5. If we are shutdown, (poss. Sept. or Oct. 2019), AFGE may have a possible protest. Please update your personal email on the [www.AFGE.org](http://www.AFGE.org) website to stay informed of activities during the shutdown.
6. The Union is always looking for new stewards. If you, or someone you know, would like to advocate for members rights, come by Room 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 July 18, 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