



GENERAL MEMBERSHIP MEETING MINUTES
Brooke-Mondale Auditorium C
September 26, 2019

The following members of the Executive Board were present: Ashaki Robinson (**President**), Cynthia Fisher Carter (**1st Vice President**), Rodney J. Rose, Sr. (**Secretary**), and Monique Biggs (**Treasurer**).

Cynthia Fisher Carter (**1st Vice President**), called the meeting to order at **12:07 pm**.

Ashaki Robinson (**President**) and Kirk Mensah (**Chief Steward and 2nd Vice President**) are in contract negotiations this week.

APPROVAL OF JULY MEETING MINUTES - Approval of minutes from July meeting and Treasurer's Report

TREASURER'S REPORT – Presented and approved.

CHIEF STEWARDS REPORT:

1. **OIPs/PIPs** - the Departments is super engaged in this process. If you receive a PIP or OIP, please notify the Union immediately. An OIP is the last step in the performance process before a proposal to remove from federal service is issued. If you receive a level 1 rating, there is a high probability you could be removed from federal service. Employees are reminded to take this very serious and that we have a very tight timeline in which to respond on your behalf.
2. **EPPEs** – As the fiscal year-end approaches, please remember to include and/or keep on hand any documentary evidence to substantiate the ratings earned.

A. DELAYED EVALUATIONS:

- i. Members should not be surprised as this is occurring throughout the Agency.
 - ii. If you receive anything less than fully successful, please inform the Union immediately.
 - iii. If you received a Performance Improvement Plan (PIP) or an Opportunity to Improve Plan (OIP), please notify the Union immediately.
 - iv. Issues involving your elements can be grieved, but they are time sensitive. You must be able to prove/document a rating higher than what you received through your accomplishments.
3. **COMMUNICATION** – Members are strongly encouraged to respond to their stewards in a timely fashion regarding their cases. This will ensure critical deadlines are not missed.
 4. **DISABLED VETERAN LEAVE *aka The Wounded Warriors Federal Leave Act of 2015***
 - a. Under the Wounded Warriors Federal Leave Act of 2015 (Public Law 11-75, November 5, 2015), an employee hired on or after November 5, 2016, who is a veteran with a service connected disability rating of 30 percent or more from the Veterans Benefits Administration (VBA) of the Department of Veterans Affairs is entitled to up to 104 hours

of disabled veteran leave for the purposes of undergoing medical treatment for such disability.

- b. An eligible employee will receive the appropriate amount of disabled veteran leave as of the employee's "first day of employment. The employee will have a single, continuous 12-month eligibility period, beginning on the "first day of employment" in which to use the leave or it will be forfeited with no opportunity to carry over the leave into subsequent years. An employee may not receive a lump-sum payment for any unused or forfeited leave under any circumstance.

If you would like more information, please come by the Union office in Room 3142 to speak with Chris McLennon and to receive a copy of the language in its entirety.

5. **NEW STEWARDS** – The Union continues to look for new stewards to assist with the increased influx of cases coming into the Union. Anyone interested can come by the office in room 3142 or contact our Chief Steward, Kirk Mensah on ext. 3892.
6. **MOVES** – Moves are happening Agency-wide, please be expeditious in your response to Antonio Carraway and other stewards when notifications about moves are issued; regardless of whether or not you have any concerns.

PRESIDENT'S REPORT:

UPDATE ON LOCAL 476 ISSUES:

1. **Office hours, Representation and Information Request**
 - a. Please be sure to update your personal email address at afge.org so that AFGE National can keep you updated on pressing issues as they occur.
2. **Interested Stewards Meetings**
 - a. We will begin having meetings in the Union office for those wanting to learn more about becoming a steward. Emails will be forthcoming.

UPDATE ON HUD-WIDE UNION ISSUES:

1. **EXECUTIVE ORDERS UPDATE-** (*Federal News Network Article*) Appeals court denies unions chance for a rehearing over Trump's work force executive orders
 - a. <https://federalnewsnetwork.com/unions/2019/09/appeals-court-denies-unions-chance-for-a-rehearing-over-trumps-workforce-executive-orders/>
2. **CONTRACT NEGOTIATIONS** - The following articles have either been finalized or have updates as shown below :
 - a. **Article 16 - Hours of Duty, Credit Hours, Alternative Work Schedules**
 - At impasse.
 - Management wants to re-institute sign-in/sign-out for everyone

b. Article 19 - Overtime and Compensatory Time

- Signed August 5th

c. Article 21 - SLRP

- No Agreement.
- Management wants to eliminate the application window and make applying first-come, first-serve.
- They also want to extremely restrict who can receive this benefit
- Limit employees receiving it only once every 3 years, and
- Employees must have a job offer in hand before you can apply
- None of this is required by the statute

d. Article 22 - Transit Subsidy

- No Agreement
- Issue: There is an E.O. that requires transit subsidy however the Agency won't agree to offer it nationwide.

e. Article 23 - Travel and Charge Cards

- Management withdrew and accepted the Union's proposals
- signed 8/20/2019

f. Article 24 - Merit Promotion and Internal Placement

- signed 9/10/19

g. Article 25 - Desk Audit Procedures

- signed 9/12/19

h. Article 26 - Details

- signed 9/24/19

i. Article 27 - Lateral Movement

- Currently negotiating
- Issues: related to Personnel Clearing House. Doesn't look like we will reach agreement. Management doesn't want a personnel clearing house; they don't want employees to readily know of vacant positions; they don't want a repository of this information. (Still at the table on this.)

A motion was made to adjourn the September 26, 2019 meeting and the motion was seconded.

Respectfully Submitted,

Cynthia Fisher Carter *for*
Rodney J. Rose, Sr.
Secretary
AFGE Local 476