



American Federation of Government Employees Local 476

Affiliated with AFL-CIO

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GENERAL MEMBERSHIP MEETING MINUTES

November 19, 2020

Via Zoom

The following members of the Executive Board were present: Ashaki Robinson, President; Cynthia Fisher Carter, 2nd Vice President; Monique (Love) Biggs, Treasurer and Rodney J. Rose Sr., Secretary.

President Robinson called the meeting to order at 12:05 pm. A quorum of 36+ members was reached for today's business. As such, September's minutes and the Treasurer's Report were approved.

Treasurer's Report – Monique Biggs

The Treasurer's report was reflective of January 1st through November 19th for AFGE Local 476 statement of income and expenses. I will reconcile all accounts at the end of the year closeout.

- ◆ The projected income from membership dues received thus far is **\$62,183**.
- ◆ The only ticket sales we had were basketball. Tickets unused since the shutdown will receive a refund.
- ◆ The dividends and interest earned from our Morgan Stanley and our HUD Federal Credit Union accounts total **\$804.86**.
- ◆ We only spent **\$2,000** in administrative expenses, which includes the affiliation fees.

Chief Steward's Report – Cynthia Fisher Carter

- ◆ HUD resumes normal operations, and the union has negotiated phase one of the 3part phase plan. No manager should require the members to be in the building at this time.
- ◆ Everyone is still working from home. Although it's not mandatory, they've changed it to maximum telework. The agency is still working on safety measures safety protocols as far as everyone returning to the building, and they are considering the thermometers.
- ◆ Management has decided to let you remove your one computer monitor and ergonomic chair out of the building as needed.
 - If you require a bigger monitor, you can always purchase an HDMI cable that will connect from the laptop to your television. And now your television will be a computer monitor and a larger sized computer monitor. So that's an option that you have. If you've purchased a monitor on your own, HUD has zero obligation to reimburse you for that in this instance because you did not have prior authorization to incur that debt for the agency.

- ◆ The union has noticed an uptick in inadequate performance evaluations just across the board with managers. We are seeking from management a valid reason why the employee is rated poorly. We are meeting with these managers to discuss and force the issue and ask, Hey, what's going on? Why is this employee rated so poorly? If a satisfactory response is not given, then be prepared to grieve your performance evaluation.
 - Question: Do you know if the field office is receiving new laptops.
 - Response: I have heard some Rumbings about the new laptops not for us as employees, but for managers. The managers are getting new and improved laptops. They realize that the laptops they have for us are garbage, but they've already invested in them.
 - Question: Members incur costs working from home, i.e., office supplies, pens, ink, and paper.
 - Response: some employees have just taken the initiative to go into the office and get some supplies if they need them. We will try to see if we can get them some relief concerning those expenses.
 - Question: Can we take the docking stations home?
 - Response: no, we can't take the docking stations out of the building because the docking station's purpose is to connect you to the HUD Network.

Reasonable Accommodation needs during the pandemic.

- ◆ The union strongly encourages everyone to seek reasonable accommodation. If you are an employee who has a compromised immune system, if you care for someone who has a compromised immune system, be it your children or your parents or, you know, your in-laws or your spouse.
- ◆ I strongly encourage you to seek a reasonable accommodation and what that will entail is you will have to, of course, have an appointment with your primary care physician and or your specialist depending on what the compromise is, but have a meeting with that physician and let them know that you want to have a reasonable accommodation that will allow you to work to continue to work from home five days a week and that your doctor should be more than versed on how to craft a letter to support that need and then you can submit that documentation to the reasonable accommodations Branch so that you can you know get an RA put in place.
 - Question: The first one, has there been any discussion on the continuing resolution, And does AFGE know of any tax benefit for the full-time telework during the pandemic.
 - Response: You should talk to a Tax Advisor about an expectable expense to be written off; About the CR. I've not heard much.

◆ Performance Settlement Awards update

- Ashaki has reached out to the Agency to request an extension on issuing the settlement awards due to the delay created by the pandemic.

- The Agency agreed to allow us an additional 3 months after everyone returns to the building to disburse the settlement funds. More information will be forthcoming from us.
- Ashaki employed that the members do not use their travel card. If you know somebody who uses them, tell him to stop; they're catching it every time. You can be disciplined for this, or you can be removed.
- We had the performance award settlement for I think it was a 2017 or 2018 year where we sent you notifications and said everybody gets \$10 if you could prove that you had a performance award for that year. We're in the process of creating recreating something that would allow you to turn in all of your documentation. I don't think we've had 300 people picked up the money.
- Performance grievances for FY20; This is the time of year when people are talking about performance. If you believe that the rating that you received is lower than what it should be. It would be best if you did a couple of things, one right up your justification, and then contact the union with your 2020 performance EPPES, as well as your mid-year. We will then assign a steward to work on your grievance. However, you only have 45 days to file that grievance.

Adjournment

A motion was made to adjourn the November 19, 2020 meeting at 01:00 p.m. The motion was seconded, and the meeting was adjourned.

Respectfully Submitted,

Rodney J. Rose Sr.
Secretary
AFGE Local 476