



SUBJECT TO MEMBERSHIP APPROVAL
American Federation of Government Employees
Local 476

Affiliated with AFL-CIO

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GENERAL MEMBERSHIP MEETING MINUTES
May 27, 2021

Via Zoom

The following members of the Executive Board were present: Cynthia Fisher Carter, President; Ashaki Robinson, 1st Vice President (Absent); Antonio Carraway, 2nd Vice President, Monique S. Biggs, Treasurer; Rodney J. Rose, Secretary (Absent).

Cynthia Carter called the meeting to order at 12:10 pm. A quorum of 25+ members was reached for today's business. Minutes for March's meeting were not approved due to Secretary Rose having system problems and computer completely crashed. May's Treasurer's Report was presented and approved.

Treasurer's Report - Monique S. Biggs

- The May 2021 treasurer's report which is reflective of January 1, 2021 – May 27, 2021, for AFGE Local 476 statement of income and expenses was presented and approved. If you would like to see the report, please contact Monique S. Biggs.

President's/Chief Stewards Report - Update on Local Union Issues

- President reiterated cameras should be on during the duration of the meeting.
- Agenda not provided due to oversight. Minutes from March's meeting not available due to Secretary's computer crashing. This prevents us from approving minutes for that month, but we will work hard in making sure this does not happen going forward.
- Treasurer report submitted and motion to approve and accept requested by Sadaaquat Akhdar/Mary Baldwin. Motion carried as stated.
- Ashaki not online today however President Carter will do the chief stewards report on local level and Antonio Carraway will provide information on the Council level.
- Lately a lot of Hostile Work Environment (HWE) complaints have been received. We are focusing on REAC (PIH); 2 programs areas within CIO Office; OPPLI (PIH) and CPD.
- Local requires you to have your video on but for the agency the use of video is OPTIONAL. Managers cannot require but they are attempting to require the employees to use as well as sign in and sign out.
- Managers are trying to have employees post their leave via a SharePoint site which is not acceptable. If you find management doing this, it is contradictory to the contract, please contact the union. Please make sure to always have a copy of the

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contract at your disposal. Local 476 has one of the better contracts in the DMV area. If you need an electronic copy, send us an email and we will ensure you receive a copy. Leave requests are between the employee and manager, it is not REQUIRED that you post this information. **(**Per Article 15.01(12) - Management will ensure that proper procedures are in place to protect employees' information. Information regarding types of approved leave and information in support of leave requests are confidential. **)**

- Managers are making changes to employees bargaining status and duty station. We are actively going through NFC roster to ensure employees are coded properly.
- Office of CIO - a manager that was on detail waited until the day before or last day of his detail issued letters of poor performance to 17 employees out of the 24, he supervised. The letters stated the employees were performing poorly and hinted they should be placed on a PIP or OIP. None of the employees has been made aware of poor performance issues in the past. Based on this the Union is filing a grievance of the parties; Jerry Gross is working with the staff to correct. Reference Article 13 of the Collective Bargaining Agreement (CBA).
- Reminder if you receive any notification from management regarding poor performance/discipline/adverse actions reach out to the Union immediately because those items are time sensitive.
- Chris McLennon and Monique Biggs worked on an EEO case, and the employee won a settlement for \$140,000 against the Department. In another case, the employee will be returning to the agency on June 7, 2021. Their EEO case is not completely settled, but we are expecting them to receive over \$100,000.
- Stewards was introduced to members (Monique Denhart, Jerry Gross, Antonio Carraway, Mary Baldwin, and former steward Thaddeus Wincek).
- Jerry Gross explained the poor performance letters received by 17 OCIO and the grievance of the parties filed. The employees have now received new **ratings**, and all were rated higher. We will continue pursuing the grievance of the parties. Due to higher rating none of the employees are in danger of losing their jobs.
- New Acting CIO Chris Webber came from the Office of Inspector General. When he first came on board, he sent out demoralizing email that carried forward the posture of the previous administration of the office. President Carter took great pleasure in responding to that email and its now posted on our website. Please read at your leisure, www.afge476.org. Former employees of the Inspector General's Office wanted to provide additional information regarding Mr. Webber and apparently, he did the same things at his old job in trying to do a Reduction in Force (RIF).
- President Biden has instructed agencies to work with their Unions to get things accomplished. This stems from the previous Executive Orders put out by the previous administration. Jerry Gross stated the information have not filtered down to management (i.e., Chris Webber). The Union will be sure to enlighten them on the information.
- Paulette Wade follow-up with Cynthia regarding your question.
- An employee informed the union that his manager placed him on "Pre-PIP". Just to be clear, there is no such thing as a "Pre-PIP". The Union will handle this accordingly.
- Managers are telling employees there is no promotion potential in the office, but then detailing employees into the office and in turn reassigning them into the higher graded positions. If your managers are making blanket statements regarding no

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promotion potential into the office, but employees are being hired, keep the union informed.

- We are entertaining the idea of a holiday party this year, please share your thoughts and views.
- Regarding COVID-19 and returning to the building and employee safety, no agencies have made it a requirement or mandatory to get vaccinated. This is a personal choice and should be discussed with your doctor. Social distance will be adhered to, and temperatures will be checked.

2nd Vice President and Council 222 Chief Steward's Report- Antonio Carraway

- Status remains the same we are in a maximum telework status. No one is required to go into the office.
- Negotiated into Union Supplement 28: COVID 19 Safe Federal Workplace Plan there are provisions for anyone that may need to work on behalf of The Department. You can review this document at www.afgecouncil222.com
- Commencing negotiations regarding telework and returning to the office.
- New item in the works with the American Recovery Act is the Emergency Paid Leave Act effective March 11 - September 30.
- Committed to ensuring employees are covered with leave during COVID.
- Keep close eye on performance plans, position descriptions, elements, and standards.
- Department was aggressively removing employees due to unsubstantiated poor performance. Please make sure you have a full grasp of work expectations and reach out to us if you need clarity.
- If you are performing at a fully successful level, management is not required to notify you to raise your performance level. We encourage you to set your own goals during the performance cycle.
- Changes occurred in Employees Labor Relations (ELR); my opinion they contributed to creating several problems in offices.
- They have a duty to notify the union when changes are being made to bargaining unit employees (i.e., a new supervisor, moving, change in duties). Our role is to advise you of your rights and to make sure management meets those rights.
- Changes unfolding regarding employee's locality pay if you are out-stationed. Please notify the union if you experience these issues.

Member Questions

Can the reviewer in incompass be the new supervisor who has not been in the position for 90 days? The **contract stipulates the employee must be under the elements for 90 days to be rated. For example, a new supervisor just joined the team and has not managed the employee for 90 days, but the employees been under those elements for 90 days. The Union will ask where is the old manager? The old manager left the agency, and the 2nd line supervisors' knowledge of the employees' performance is limited because they were not involved. The union will ask that the employee be given the same rating as the previous year. There is no need to delay the rating just because there is a new manager.**

Issue is incompass shows new manager vs old manager who did the rating. Cynthia and Mary will discuss off-line.

Does the Agreement speak about a supervisor's EPPES verbal comments going beyond or being different from their comments in the EPPES system? If you have comments that are not related to the work or inappropriate, please reach out to the union so a grievance can be filed. Do not permit them to leave those comments in your rating because they are official records. Supervisors have an absolute obligation to provide clarity and specificity on what is required on your work and performance rating.

Are we expecting to be returning by September, and will there be any "permanent" capacity limits and distancing requirements (esp. desks)? There is no discussion to return to the office currently. If you do return, it is our understanding the capacity will remain at 25%. Management needs to ensure employees teleworking have knowledge beforehand that it is safe to return to the office if you chose to go. If by chance you go into the building and for any reason you are delayed or unable to enter due to temperature reading the Department is responsible for granting Administrative time for you to travel back home to return to telework status. You may not have anything related to COVID, but these are safety measures put in place. Employees are currently being granted 4 hours. Administrative leave for the purposes of getting vaccinated. However, if additional time is needed managers are supposed to grant the additional time.

AFGE National is encouraging employees to get the vaccine and video of National President Kelly. I believe it is a personal choice to get the vaccine. Face masks are MANDATORY in all common and shared spaces when returning to the building.

Who should we contact in the Union regarding these PIP-EPPES disputes? Any steward in the union can assist you. You can also reach out to Cynthia Carter, Ashaki Robinson or Antonio Carraway. Ashaki will assign the case to a steward to get you the assistance you need.

Will face masks be supplied within the building when attendance is required? The Agency has stated they will have masks for the employees. However, they will have limited supply.

Adjournment

A motion was made to adjourn the May 27, 2021, meeting at 01:18 p.m. The motion was seconded, and the meeting was adjourned.

In Solidarity and Respectfully Submitted by,

Monique S. Biggs, Treasurer
on behalf of Rodney Rose, Secretary
AFGE Local 476