



American Federation of Government Employees Local 476

Affiliated with AFL-CIO

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GENERAL MEMBERSHIP MEETING MINUTES

September 23, 2021

Via Zoom

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

Cynthia Carter called the meeting to order at 12:04 pm. A quorum of 25+ members was reached for today's business. A motion was moved and second for May's meeting minutes.

Treasurer's Report - Monique S. Biggs

- Treasurer's Report was presented and approved by the members. Any member who would like to obtain a copy can send a message from your personal email and the treasurer will ensure you receive a copy.

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

- The Union has seen an increase in disciplinary actions that have been above and beyond what they should be; apparently either they don't understand the contract, or they don't care. We are working diligently with the powers that be to make changes.
- The union is filling grievances on everything that the agency managers do that violates the contract. Please contact Ashaki if any issues that happens that you need guidance, and a steward will be assigned to your issue.

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

- Safe Workplace Guide - Agency continues with maximum telework requirements, the Union is addressing some concerns regarding evolving changes from management which included attestation requirements, vaccine mandates. Our commitment is to ensure the process will be fair to employees.
- FY 2021 Performance Plan Year End Ratings - Employees are encouraged to monitor their performance plans to ensure it meets requirements of our Union Agreement.



All performance standards must be measurable, relevant, achievable, and that you fully understand what is required to meet your targeted performance goal.

- Federal Employee Paid Leave - Employees currently have access to Parental Paid Leave (PPL), which provides eligible federal employees up to 12 weeks of paid time off for the birth, adoption, or placement of a new child, occurring after October 1, 2020. Benefits end September 30, 2021.
- COVID-19 – Employee Paid Leave (EPL) which under the American Rescue Plan provides up to 600 hours of paid leave from March 11, 2021, thru September 30, 2021, with salary limitations for daily and pay period usage.
- Federal Parental Paid Leave – Employees currently have access to Parental Paid Leave (PPL), which provides eligible federal employees up to 12 weeks of paid time off for the birth, adoption, or placement of a new child, occurring after October 1, 2020.
- Reasonable Accommodations – Americans with Disabilities Act (ADA) and Article 45 mandated mandates that agencies must make reasonable accommodations for eligible employees. Article 45 requires interactive meetings to address requested reasonable accommodations request within 7-days. In addition to statutory complaints avenues, Article 45 provides additional appeal options to address denials or partial approvals of reasonable accommodations request by employees.
- (Jerry Gross) There's limited medical reasons, not to get the not to have not to be vaccinated, but you should discuss it with your healthcare provider and see if that you if you fall within that because even for a lot of people who think that they fall within it, it's probably much safer for them to receive the vaccines, but that's something you should discuss with your healthcare provider. The religious exemption, it's really narrow. It's much narrower than the medical exemption because it must be a sincerely held religious belief, and that doesn't mean like a newly found religious belief, it's narrowly construed, and the administration will be following EEOC guidelines. (Following this meeting, the agency put out guidance and deadlines).

Adjournment

A motion was made to adjourn the September 23, 2021, meeting at 01:11 p.m. The motion was seconded, and the meeting was adjourned.



In Solidarity and Respectfully Submitted by,

Rodney Rose, Secretary

AFGE Local 476