

General Membership Meeting Minutes

February 8, 2024

Meeting called to order 12:00 p.m.

Members of the Executive Board in Attendance

President Cynthia Carter, 1st Vice President Dr. Ashaki Robinson, 2nd Vice President Antonio Carraway, Treasurer Monique Biggs, and Chief Steward Dr. Tobey Zimmer

Ashaki Robinson made a motion to waive the reading and accept the minutes from November 30, 2023

Nathaniel Johnson second the motion

Treasurer's Report – Treasurer Biggs

Treasurer Biggs Reported Activity for Fiscal Year 2023 (January 1 – December 31, 2023)

Nathaniel Johnson made a motion to accept the Treasurer Report

Kevin King second the motion

Treasurer Biggs Reported Activity (January 1, to February 8, 2024)

Nathaniel Johnson made a motion to accept the Treasurer Report

Kevin King second the motion

AFGE National Organizer Francis Thompson

Vision for Local 476 is to become more of an “Activist” local through education and community service where we foster more opportunities to provide a microphone to be heard and a platform to be supported.

Chief Steward Report – Dr. Tobey Zimmer

The Union has received several notifications from management to upgrade Performance Elements. Please read over your elements thoroughly to ensure they meet the S.M.A.R.T methodology. If assistance is needed, we are here to help.

Managers are expecting employees to work late hours, over the weekends and holidays WITHOUT compensation. This is a violation of the Collective Bargaining Agreement (cba) and the Union should be notified IMMEDIATELY.

Managers are trying to implement additional in-office days. If you have an approved telework agreement on file, you do not have to report to the office any additional days. Additionally, you are NOT required to make up any in-office days if you use leave.

Reasonable Accommodations are continuing to be denied. The Local and Council are aware of this and working on this matter. There will be an upcoming training session on the Reasonable Accommodations process and your rights.

Before all moves, the Local must be notified prior to the move of any employee.

2nd Vice President – Antonio Carraway

Local 476 is part of a council of locals which falls under Council 222 to encompass all HUD's Regional Offices.

Responsible for high level decision making and negotiations as it relates to working conditions, remote work, telework, flexi-place, reasonable accommodations, new system implementations, century voice over IP (new phone system) etc. If you are concerned about the Agency having access to your personal data on your phones and personal computers REMOVE all HUD ware from those devices. VOIP will replace our desk telephones and the phones will be linked through our computers for use. To begin such usage, it is recommended that employees call the HUD Help Desk and request an Emergency Location Identification Number (ELIN).

The Council is aware of the notifications that some offices are receiving requesting employees to complete a new flexi-place agreement to have employees return to work 4 days per pay period as opposed to the current negotiated 2 days per pay period. Please remain in compliance with the directives from your managers.

1st Vice President's Report – Dr. Ashaki Robinson

Council 222 Election Results are as follows: Antonio Gaines – Council 222 President, James Flynn - Executive Vice President, Kimberly Horton – Secretary and Cynthia Carter - Treasurer

District 14 will conduct Local 476 Elections. Offices to be filled are President, 1st Vice President, 2nd Vice President, Treasurer and Secretary, three (3) Delegates three (3) Alternate Delegates.

We are currently looking for Stewards.

President's Report – Cynthia Carter

Reasonable Accommodations Article 45 - OGC Attorneys are sitting in meetings during the RA interactive meetings. This is a violation of the employees' privacy and is being addressed accordingly. It is advised that you withdraw from the meeting if managers have OGC attorney's present.

Workplace Harassment – AHP Office was solely designed to intervene in the number of issues that reach the 10th floor. The Local still advises against using this office. If you are contacted by someone from this office, immediately invoke your right for Union Representation and contact the Local.

Article 6.01 of the CBA states employees have the right to pursue their private lives consistent with governmental Standards of Conduct and this Agreement without fear of reprisal. Employees shall be treated fairly and equitably in the administration of this Agreement and in policies and practices concerning conditions of employment. **YOU HAVE A RIGHT TO WORK AND NOT BE TREATED UNFAIRLY AND/OR HARRASSED!**

If you are a new employee or a new employee on probation, you are not precluded from joining the Union.

Adriene Clark made a motion to adjourn the meeting at 1:11 PM

Eric Jetir second the motion