

# General Membership Meeting Minutes

March 23, 2023

Meeting called to order 12:04 p.m.

## Members of the Executive Board in Attendance

President Cynthia Carter and Chief Steward Tobey Zimmer

Motion to waive the reading of the minutes (January 2023) – Angela Griffin

Motion second by – Kia Booker Konde

## Treasurer Report

Treasurer Biggs was out sick; therefore, the report will be available at our next meeting scheduled for April 2023

## Local 476 Chief Steward Report – Tobey Zimmer

**Updates for Remote Work** – As of today, Local 476 has invoked arbitration. There are 61 employees still awaiting a decision. Council 222 has scheduled to begin arbitration Mid-April 2023.

**Realignments and Reorganization** – Employees as well as Local 476 MUST be notified. If you receive notification of such, you should reach out to the local immediately.

**Telework** – Employees are NOT required to make up any days that you were out sick or on leave on your scheduled in-office days.

**OCHO's Anchor Day** – President Carter attended a meeting with OCHO entitled, Moments that Matter. Priscilla Clarke and OCHO's management is proposing to implement day where all employees will report to the office for (cleaning, meetings, beautification, et.)

**OCHCO** has put in place an Anti-Harassment Office as it relates to harassment in the workplace – **DO NOT COMMUNICATE WITH ANYONE FROM THIS OFFICE OR ANY OF THEIR COUNTERPARTS.**

**Performance Elements** – Employees are encouraged to “Push Back” on managers regarding signing and agreeing to proposed changes to their performance elements. The Local suggested having a meeting with your manager to ensure you both are on the same page as it relates to what is written and what you understand the element to mean.

**Three New Stewards** - Carolyn Gorman-Miller, Celeste Washington, and Donald Cooley

**SF-50 Notifications** - Bargaining Unit Employees **PLEASE** review all notifications. Management has begun reclassifying many positions to ultimately make you ineligible to be a member of the bargaining unit (Local 476).

**Student Loan Forgiveness** – as of today, there has been no decision made on the said topic.

**National Supplemental 40** – outlines the provisions for imposing such requirements in providing financial disclosures. Refer to AFFE Website for additional information.

**Council 222 has invoked arbitration for the following:**

- \*FHA Single Family Catalyst
- \*Remote Work Denials
- \*Implementation of the Anti-Harassment Program Office
- \*Merit Staffing

**Fair and Equitable Case** – getting closer to close this case; parties are exploring settlement options.

Bargaining Unit Status (BUS) code on SF-50 Notification Block 37 should be 1120

8888 – Non-Bargaining Unit Employee; You are not eligible to be represented by the Union

9999 – Is a generic code that should not be used

**Supplement 33** - requires staff to report to the office at minimal 2 days a pay period. Your managers have the ability and discretion to be flexible of changing your in-office workday(s). Some managers have been flexible and unfortunately, some have not. If you have a manager that is unwilling to be flexible, please reach out to the Union.

**Health and Safety Committee** – The Local is looking for members to create a committee to work alongside with Building Services. HUD absolutely has asbestosis and has been categorized as a “Sick Federal Building” Many employees have been given a 5 day work week (from home) as a Reasonable Accommodation due to their illness from working in the building.

**Flexi and Maxi-Flex Tours** – Under the Flexi-Place work schedule, you are entitled to arrive 1 hour before or 1 hour after your specified arrival time outlined on the Flexi-Tour Schedule. For example, if you have identified 7 am as your arrival time, you can arrive as early as 6am or as late as 8am. If you receive push back from your manager, please reach out to the Union. Maxi-Flex is an option as well. If you have a Telework agreement on file with the Department, that is a legal binding agreement, and you will not be required nor forced to report to the office any additional days other than what you have identified on your Telework agreement.

Executive Orders **DO NOT** supersede our Collective Bargaining Agreement (CBA) or Supplements.

**Reasonable Accommodation vs Telework Agreement**

**Sign In/Out** – You **ARE NOT** required to send an email to your manager nor input leave on any share point file, this is the purpose of your work schedule. Your leave is private and should be kept between you and your manager. Managers can request to have you turn your camera on during meetings, you **ARE NOT** required to oblige their request.

2023 is an Election Year for Local 476. We are looking for members to serve on the Election Committee. If you are interested, please reach out to Tobey Zimmer, Ashaki Robinson or Cynthia Carter.

Motion to adjourn meeting 1:06 p.m. – Angela Griffin

Motion second by – Kia Booker Konde