

General Membership Meeting Minutes

AFGE Local 476

September 28, 2023

Meeting called to order 12:00 p.m.

Members of the Executive Board in Attendance

President Cynthia Carter, 1st Vice President Ashaki Robinson, 1st Vice Council 222 Antonio Carraway and Treasurer Monique Biggs

Minutes – Cynthia Carter

President Carter presented the minutes from the last membership meeting (June 1, 2023); minutes accepted as presented and approved by the membership

Treasurer Report – Monique Biggs

Treasurer Biggs presented the report; motion to accept Marissa Gold; second Mary Baldwin

Local 476 Chief Steward Report – Tobey Zimmer

Telework – The Union has seen an incline in cases in which management is attempting to bring employees back into the office. Under the current teleworking agreement, you are entitled to telework four (4) days a week. Employees are NOT required to make up any days that you were out sick or on leave on your scheduled in-office days. Managers can require employees to report to the office for an emergency or business need only, this would be a change in working conditions and the Union must be notified prior to any changes being implemented. PLEASE make sure your telework agreements are up to date and current. Core days/Collaboration days again, is a change in working conditions and must be negotiated by the Union.

Reasonable Accommodation Request – Local/Council is seeking legal guidance to hold management accountable for the alarming rate of denials regarding reasonable accommodation requests. Once you have an approved, reasonable accommodation no recertification is required. If your manager is asking for one, please contact the Local.

Removals From the Bargaining Unit – Management has begun illegally removing employees from the Bargaining Unit. Local 476 has spearheaded this initiative with Council 222 for further investigation.

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.

Remote Work Denials – Managers are still denying remote work requests. The Union consistently works on addressing these issues.

Chief Stewards Report for Council 222 – Antonio Carraway

Negotiations with space management

Hostile Work Environment – Arbitration was unsuccessful. Please notify the Union if you are involved in any hostile work environment investigations.

Labor Management Relations task force has been implemented.

Merit Staffing

Local 476 President’s Report – Cynthia Carter

Seeking volunteers for the following committees:

Election/Audit for this year’s upcoming election

Health and Safety

Political Legislative

Holiday Party – Saturday, December 2, 2023, Martin’s Crosswinds Greenbelt, MD 7pm to 11 pm

Government Shutdown/Furlough the Union has requested a list from OCHCO a list of mission critical/essential employees. Such employees will be required to report for duty should the government shut down and you will be in an unpaid status.

PLEASE DO NOT USE YOUR GOVERNMENT ISSUED CHARGE CARD DURING THE SHUTDOWN

Do not check your work email/voicemail. Admin should be providing instructions for standard voicemail messages.

Please go to the AFGE website to ensure we have your personal email address and phone numbers. The Union will use this website to communicate information to you during the shutdown.

You are NOT required to give management your personal email address, personal cell/home phone numbers.

HUD’s main telephone number is 1-866-463-6483.

Pass practice of the Shutdown/Furlough – approved and/or unused leave has been restored.

Although employees will be in an unpaid status during the shutdown/furlough we will receive back pay.

You may be eligible to apply for unemployment benefits, however, if approved you will be required to repay the funds.

Members who do not have your AFGE Membership ID, please notify Treasurer Biggs and she will update your personal information in the system for you.

Fair and Equitable Update – 1st Vice President Ashaki Robinson

Motion to adjourn meeting 1:00p.m. – Antonio Carraway

Motion second by – Kevin King