

Making It Happen!



NFFE 1450

July 2018

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What's Happening This Quarter?



Susan Sheftel, Regional Chief Steward & Recording Secretary

As you may know by now, buried inside the federal budget is a tiny paragraph that references only HUD. The paragraph says that none of the funds in the budget will be used for awards to HUD employees who have received "administrative discipline" in fiscal years 2017 or 2018. In mid-May, NFFE and Management bargaining teams met in Phoenix to hash out the interpretation and implementation of the paragraph.

One of the Union take-aways was the establishment of an informal process that can be used if an employee believes the withholding of an award was a mistake or the initial disciplinary action was rescinded but not removed from the file. I am happy to say that NFFE has already helped one employee through this process. The employee received a written reprimand that was placed in his Official Personnel File. The reprimand was for using Uber for a personal ride and inadvertently billing his government card which had been entered into the Uber database previously while he was on government business. NFFE represented him during the grievance process and management agreed to remove the reprimand from the file and change it to a less formal written admonishment.

Management, however, had already started implementing the paragraph from the budget, placing the employee's name on a list of those barred from receiving an award. The NFFE steward provided instructions, which the employee followed, to get his name removed from the list.

This law can prevent an outstanding employee from receiving an award based on discipline unconnected to performance. In the past, some employees have been hesitant to challenge a disciplinary measure and let it stay in their file until it expires. Now, much more is at stake and employees ought to rethink that passive strategy by grieving immediately.

Here are a few of the other NFFE activities in this past quarter:

- An employee's year-end review included several negative comments that had never been previously brought to the employee's attention. In discussion, management agreed to remove the language and correct the ratings. However, management failed to make all of the corrections in the final revision. NFFE represented the employee in filing a grievance and participated in a hearing. As a result, all of the negative comments were removed and the ratings were corrected.
- NFFE represented an employee in a successful EEO mediation. The employee was being treated unfairly by his supervisor and had suffered a tremendous decline in morale. He requested a transfer to a different supervisor and management agreed to his request.

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2018 Membership Meeting Calendar

January 24
Moved to 4th Thursday of month starting in February
February 22
March 22
April 26
May 24
June 28
July no meeting
August no meeting
September 27
October 25
November 29
December 27

Newsletter Editors:

Toulu Thao – Communicator
San Francisco
Janie Lopez – Chief Steward
Las Vegas/Reno

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- NFFE is currently helping several employees through the reasonable accommodation process. Two of them are requesting additional telework days because of their inability to come to the office, one temporarily and the other permanently. A third employee requested accommodation for her disability within the office. After a meeting with the employee, management and NFFE, management agreed to provide the accommodation. A fourth employee is waiting for a sit-stand desk.
- NFFE steward Peter Ludlam worked with all bargaining unit employees in the Santa Ana office to make sure their voices were heard regarding their anxiety and stress about maneuvering around the homeless encampment outside the doors of their building. NFFE President, Dennis Murakami, tirelessly attended numerous meetings with local officials and police, insisting on a resolution to keep HUD employees safe. The homeless were finally moved to temporary and permanent housing.
- Sister Sherry Gilliam, in the Los Angeles office, is recovering from a terrible car accident and has requested leave donations from her co-workers. If you are able to donate, in WebTA click on Leave/Prem Pay, Donation, New Donation, Search, page 2 at top and select Sherry's name. She will be grateful.



Administrative Discipline - NFFE Bargaining Team – May 14-18, 2018 - Phoenix, AZ

Left-Right: Susan Sheftel, Regional Chief Steward & Recording Secretary
 Ken Einbinder, Chief Negotiator & Vice President – NFFE-1450
 Dennis Murakami, President NFFE-1450

Lunch-And-Learn – July 10, 2018

Santa Ana HUD Office with Randy Erwin, NFFE National President



Front row, Left to Right: Florance Betdinkha, Theresa Natividad, Margie Mejia, Rebecca Romero, Wilma Jhoie Ortega,
 Joy Padiernos, Carmen Mead, Janet Smith

Second Row, Left to Right: Jamie Roman, Elmer Camiling, Lucy Ochoa, Roberta Beggs, Unidentified, Randy, Diana Harmon, Peter Ludlam

NFFE-1450 New Websites

By Toulou Thao, Communicator

A new website is now available at www.nffe1450.org

Please note that internal communication and/or sensitive information will be posted in the Member's Only section and available to members only. Other information will also be posted regularly.

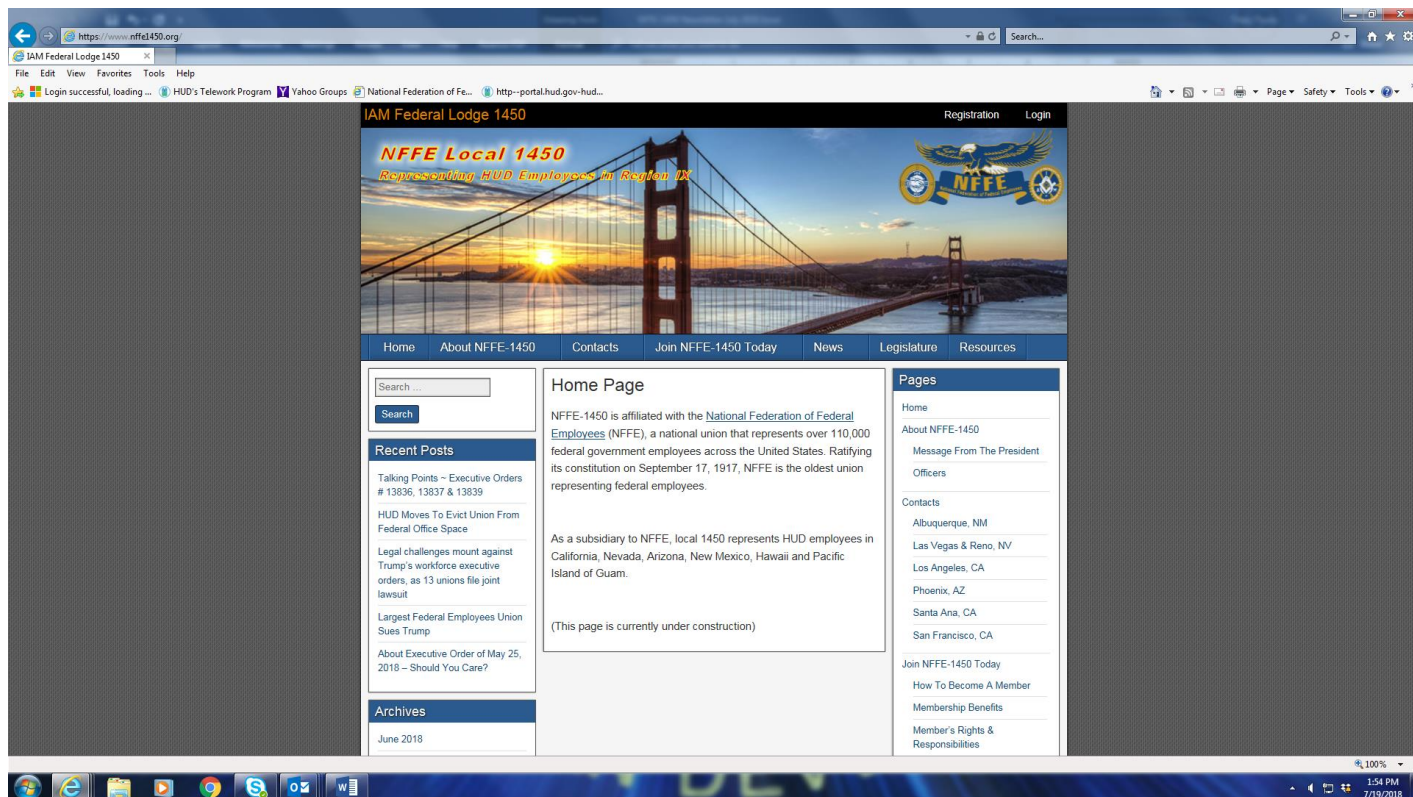
Therefore, please visit the website at your convenience and register so you can have access to the information posted for members at the Member's Only section of the Website.

NFFE 1450's Facebook page is also available at <https://www.facebook.com/iamnffe1450>

Please visit and give us any input or suggestions you may have.

If you have any comments or questions on the Website, please contact Toulou Thao at (415) 489-6653 or Email at Toulou.Thao@hud.gov

For any comments or questions on the Facebook site, please contact Lisa Barnard at (602) 379-7176 or email at Lisa.M.Barnard@hud.gov



Comments from members

“Ken Einbinder provided compassionate and responsive representation both before and after my EPPE pre-planning meeting. I was particularly impressed with his calm and professional manner in discussions with [my supervisor] – always being respectful but strategically asking the most important and relevant questions when the discussion became circular and distracting. For the first time in a long while, I felt hopeful and that some self-determination was restored.”

--- Pauline Louie (February 2017)

"You [Susan Sheftel] are “simply the best”. Thank you and have a wonderful weekend!"

--- Anna Dennis (February 2017)

“I appreciate Ms. Sheftel and Mr. Tao’s willingness to help out if they are able. It is comforting to me knowing the eagerness that they have to set matters right if things are not fair. I also appreciate the time that they give of themselves. Thanks for all you guys do.”

--- Anonymous (March 2018)

“Susan and Toulou were very helpful with my request to work from home.”

--- Jacqui Marshall (May 2018)



New Steward

Jamie Rodny recently joined NFFE-1450 Team as a Steward for the HUD Los Angeles Office. More about Jamie’s professional experience will be shared at our next edition.

Welcome aboard, Jamie!

CRM Bargaining (UPDATES)

By Toulou Thao, Communicator

You may recall that HUD Management issued a notice to all NFFE Locals advising that it planned to roll out new Customer Relationship Management (CRM) software that will be required for all Field Policy and Management (FPM) Customer Service Representatives and other FPM front desk personnel, as well as bargaining unit employees (BUEs) who volunteer at the front desk at all HUD field offices. Upon implementation, the CRM software will require all FPM Customer Services Staff, as well as volunteers at the front desk, to enter essential information from each caller such as his/her name, contact information, the nature of the call and how each call is handled, i.e. whether it is resolved by staff at the front desk or referred to others for further processing.

Bargaining on this matter began in February 2018. We are pleased to report that NFFE Local 1450 along with NFFE Local 259 (Memphis HUD Field Office) and NFFE Local 1804 (Detroit HUD Field Office) have finished bargaining on this matter. One issue remains outstanding, the role of a newly designated Regional Customer Experience Officer (RCEO). NFFE does accept Management's proposal to allow the RCEO's input into the EPPEs of BUEs who work at the front desk whom the RCEO does not directly supervise. Management has declared NFFE's position to be non-negotiable and NFFE has filed a negotiability appeal with the Federal Labor Relations Authority (FLRA).

If you have any questions, concerns, input or advice on this matter, please reach out to our Chief Negotiator, Ken Einbinder at (602) 379-7259 or Ken.A.Einbinder@hud.gov

Executive Orders (UPDATES)

You may recall that on May 25, 2018, the Trump Administration issued three Executive Orders: EO# 13836, EO# 13837 and EO# 13839.

Since then, NFFE-1450 president, Dennis Murakami, has held two separate meetings; one in HUD Los Angeles and another one in HUD San Francisco to educate BUEs on the implications and potential adverse impact of these EOs.

Subsequent to the announcement of the EOs, AFGE was removed from its government-paid office space. It is anticipated that upon full implementation, the EOs could bring other significant changes to federal working conditions. This could mean flexible schedules, telework and the amount of Union Representational time will be significantly reduced or eliminated.

Union leaders, including NFFE 1450, have filed a lawsuit charging that the administration has exceeded its authority and broken the law that guarantees federal workers the right to have union representation. A judge is expected to render a decision on this filing later this month.

Please contact President Dennis Murakami at Dennis.T.Murakami@hud.gov if you have any question or concern on these EOs.

Farewell

Thank you to the following members for their past support.

Elizabeth McDargh - Los Angeles
Jacqueline Marshall – San Francisco
Lilia O’Callaghan – Santa Ana
Kenneth Watkins - San Francisco
Glen Bae, Los Angeles

Welcome to our newest members

Janet L. Smith – Santa Ana	Cesaria Martinez – Santa Ana
Saleshni Jeet - San Francisco	Cindi Tsai - San Francisco
Elain Ng – San Francisco	Rudy Rodriguez – Los Angeles
Stephanie M. Knox – Santa Ana	Angela Simmons – San Francisco
Marianne Padiernos – Santa Ana	Michael Kovalsky – Los Angeles

FEEDBACK, SUGGESTIONS or REQUEST FOR ASSISTANCE

LET US KNOW HOW WE ARE DOING. NFFE 1450 is doing a _____ job.
Please provide comments or look into the following matters:

Name/Contact Info if you want us to get back to you:

Email Your Comments to:

Dennis Murakami at Dennis.T.Murakami@hud.gov
NFFE-1450
One Sansome St, 9th Floor
San Francisco, CA 94104

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