

# Agenda

## Board Meeting 10/4/18

Conference Call Number	<b>866-423-8755</b>
User passcode	<b>163-437-7676</b>
Host passcode	<b>298-960-4400</b>

Call to order: Dennis Murakami

### **Part A - Internal Union Business**

#### 1. Roll call (Dennis)

Board:

Dennis Murakami ✓  
Ken Einbinder ✓  
Lisa Barnard ✓  
Sue Sheftel (Excused)  
Anna Dennis ✓  
Janie Lopez ✓  
Robin Thompson ✓  
Toulu Thao ✓  
Jan Thompson, Business Manager (Absent)

Auditors (attendance optional)

Davin Lal  
Jane Alex  
Peter Ludlum

#### 2. Secretary's Report (Anna)

- 9/6/18 Minutes (Anna read minutes into record)

Discussion: None  
Motion to Accept: Ken  
Second: Robin  
Vote to Accept: Unanimous

- Membership Report

New Members:

Alvaro Toledo, San Francisco, 9/6/18  
Sandra Chavez, Santa Ana, 9/11/18

Retired NFFE:

Linda Aiken, Santa Ana, 9/11/18  
Geraldine Henson, 9/28/18  
Jackie Perry, 9/28/18

Retired Lifetime Member:

3. Treasurer’s Report (Lisa)

Read into minutes: (See attached report)

4. President's report - *Conclusion of Internal Business* (Dennis)

Dennis reported Democrats are in favor of a 1.9% pay increase. However, we are on a Continuing Resolution until December 7, 2018. He stated President Trump needs NAFTA’s buy-in. Robin corrected that it is actually USMT’s buy-in needed, not NAFTA. This would mean pay increases for Executive level employees as well.

October is National Disability Awareness Month. Employees may “self-report” their disabilities on form SF-256, which is a plus for potential promotional opportunities. The Agency is required to hire 12%. There is a hard goal for the Agency to meet 2% of the “Targeted Disability” quotient.

\*\*\*\* Switch Phone Number \*\*\*\*

Conference Call Number	<b>877-336-1829</b>
User passcode	2544736

6. Office Reports:

- Las Vegas (Janie)
  - Nothing to report.

- Reno (Janie)
  - Nothing to report.
  
- Los Angeles (Anna/Ken)
  - Anna reported on successfully assisting a member with an RA engagement meeting. The manager agreed to 4-5 days of telework and working within the modified work schedule prescribed by the doctor. The manager did not agree to a transfer as was requested by the BUE.
  - Anna reported that she will be representing a BUE member on October 23, 2018 in ADR.
  - Ken gave an update on the 5-person grievance. We had a call on 9/27/18 with the grievants and included Jamie and Annette. They have agreed to the excessive extension requested by management to the end of October, due to Lana and Rufus being out. They would prefer to only deal with Lana because she is familiar with the case rather than Carmen Polk in her absence. Dennis asked if an alternative to the supervisor's removal had been offered. Ken advised that Sue might know, as he was not aware.
  - Ken also gave an update on a Public Housing grievant who has a medical issue that is exacerbated by his supervisor. The employee is essentially unable to do his job. Ken represented the employee at a meeting with the supervisor that resulted in a yelling match. While a downgrade has been discussed, the employee is not interested in telework; he just wants out of the department. Ken noted, this is an unprecedented case.
    - *Assignment of Anna to Los Angeles Office – Dennis*
      - Dennis thanked Anna for taking on the Chief Steward position in LA and noted he has received a lot less complaints from the office. There was a need to have more support/coverage for the LA office and this has been a good way to provide that coverage. Dennis noted all Chief Stewards need to keep stewards in the loop.
  
- Phoenix (Lisa/Ken)
  - The issue with grievant is relatively unchanged. Mike Probst and Daryl Mutton have not agreed to change the nature of the BUE's work as a SWONAP attorney.
  
- Albuquerque (Lisa/Ken)
  - Nothing to report. Dennis said he will be reaching out to this office.
  
- San Francisco (Toulu/Ken)
  - Toulu reported an update on an employee who filed a grievance because his supervisor wrote him up for pointing/gesturing with his middle finger and not following instructions. The supervisor granted extended time to review the reprimand until 8/27/18.

- Ken reported on a BUE that is up for removal for travel report error submissions. The supervisor retired without providing a response to the grievance.
- *Article IV – Anna*  
I reported on my Branch Chief in Multifamily advising per Operation’s (Jeanne King) interpretation of Article IV, that I was not reporting my use of my official time correctly. I was to report two hours in advance whenever I was to utilize official time. Sue, the Branch Chief and I had a brief, informal meeting in the Union office where Sue advised the Branch Chief that I already provide notice, as she has my schedule and that notification is sent whenever there is a schedule change. Sue advised that she could consult with Ginger in ELR if she needed guidance on how to interpret the LMA. The Branch Chief advised that she was okay with my schedule as it was and there was a management meeting coming up, after which, if we all (including the Union) needed to get together on this subject, she would reach out.  
This may or may not result in a bigger discussion between management and the Union on official time.

Dennis advised that we should never let ELR or management interpret the LMA for us. As Union officials we should take the opportunity when we get it to let management know how the LMA is interpreted.

- Santa Ana (Dennis)

- Dennis reported on a BUE who contacted the Union regarding filing an EEO. She was uncomfortable reporting to her supervisor because she stated he was always “staring at her breasts.” Dennis talked to ELR about the issue, however, they were unwilling to bargain citing the issue was de minimis. In weighing the option of arbitration (expensive and may lose) vs. ULP (stuck in limbo for years due to FLRA status), Dennis convinced the BUE to become a member, went back to ELR and proposed no EEO if the employee could be transferred and report to a new supervisor. Management accepted. Lesson: resolve matters unofficially as often as possible.

Dennis suggested LMA Reassignment be a topic at next bargaining.

Meeting adjourned 1:13 p.m.