

AFGE Local 2823 – September 2025 Monthly Meeting

September 24, 2025

Conference was called to order at 11:45 am by Cecelia Gray, secretary

If you would like to review the financials, please contact Daphne Coleman for an appointment during your lunch break for time not during your tour of duty.

OPM Regulatory Agenda for FY 2026

- Reduction in force (RIFs) are being reconsidered
 - Seniority will not be the first determination; rather it will be performance
 - OPM will look at the last 3 years of performance first and then seniority.
- Performance improvement plans (PIPs) will no longer be the traditional 60 to 90 days. Today PIPs are two pay periods. The RUMOR is that OPM is looking to drill them down even further. There is no time frame on how many days that may be.
 - Letters of concern have been issued at the regional office (within the VSC) for both the VSR and RVSR position
 - Employees have also been placed on PIPs
 - Those placed on PIPs will have “weekly” one-hour sessions with a member of the QRT staff. Please be sure to take advantage of your time with QRT whether to feel like you need it or not. It is the agency’s attempt to “check the box” showing they attempted to assist you.
- Progressive discipline will be removed. This means the agency can go right to termination as opposed to the current posture of steps to include: written warning, re-training, suspension, and then potential termination.
 - This is a means to get rid of employees
 - There is also a clause that states that discipline can and will remain in your personnel file permanently even if both parties agree they want to settle the issue. This impacts potential future promotions, transfers, etc.

VSC - Agency Transaction Report!!!!:

- This is specific to the VSC – the agency has had access to this report; however, they are now looking quite closely at the results because the director is not getting

the daily production output required for the station. What was shared is that there are employees who are making production, somehow, in a short period of time and not producing any more work for the remainder of the day.

- An example that was shared was of a VSR who made production in a one hour period in the early morning hour and had no other transactions or explainable excluded time for the remainder of their tour of duty. There was an entire spreadsheet of employees with similar; however, not as egregious examples.
- Next steps: DISCIPLINE – which can be full time return to office up to and including termination depending on the egregiousness of the act.
 - She has appointed a designee to review those employees' work to determine (whether you are meeting standard or not) if the work you produce is quality work. There will be disciplinary action to follow stemming from this project as well. For example:
 - If you are deferring cases unnecessarily for the sake of production points
 - If you are sending senseless letters or delaying cases without case, etc.
 - Post will be scrutinized because of the nature of the workflow between gap and authorization
- Brothers and sisters, she is serious. She has every intent to make her goal; however, VSC is falling short. I think we can all put the remaining puzzle pieces together beyond that. This is not the time to put a target on your back.

Communication:

- Please DO NOT send any union related information and/or request over government equipment!
 - If you need anything union related, please contact the board or a steward via our personal email addresses or by mobile phone only.
 - Please extend some grace when asking for information regarding membership. We no longer have official time to complete official union tasks. We all work full-time jobs, some with overtime duties and outside lives. Jim and Daphne are the only two board members who have access to that report.
 - If you are considering cancellation, per the SF 1187, you must be within 10 days of your anniversary date to do so.
- If you are joining a meeting while in the office, please use your own earphones to do so. Never use any government equipment to conduct union business especially now.

MISC:

- We will be asking for volunteers to staff our elections committee. Elections will be held March 2026 for all executive board positions: president, vice president, secretary and treasurer. If you are interested in volunteering for the committee, please let me know as soon as possible as there is some work that will need to be done in preparation for the elections. This is all voluntary and the committee members do need to be local.
 - If you think you may want to run for an executive board position, now is the time to begin preparing.
- Please check AFGE.org on a regular basis to stay abreast of updates that come from our national office.
- Our website can be found at: <https://www.afgel2823.org>

Motion to adjourn: Dwayne Walker 11:53

second: Daphne Coleman