

## AFGE Local 2823 February 2026 Monthly Meeting Minutes

February 25, 2026

---

*Zoom was in use.*

Conference was called to order at 11:30 am by Cecelia Gray

***If you want to review the financials, please contact Daphne Coleman, treasurer, for an appointment on your personal time.***

### **A recap of the newly elected Executive Board nominees will take offices March 26, 2026:**

- Cecelia Gray - president ([ceceliagray71@gmail.com](mailto:ceceliagray71@gmail.com); 216/256-5060)
- James Swartz - vice president ([jamesswartz8262@gmail.com](mailto:jamesswartz8262@gmail.com); 440/667-8262)
- Daphne Coleman - treasurer ([dbcolem09@yahoo.com](mailto:dbcolem09@yahoo.com); 216/849-0687)
- Amy Lauria – secretary (appointed) ([amylauria@ymail.com](mailto:amylauria@ymail.com); 440/413-5784)

### **Reasonable accommodation update:**

- The agency continues to move forward with the return to work (RTW) mandate which was issued last year around March or April.
- Employees with current RAs have been notified in writing and were initially told to acknowledge receipt within 24 hours. RTW date was March 16, 2026...some are now being told as late as June 2026.
- There is an appeal process which should have been provided in the email. If not, please contact HR and work with your division specialist who can provide you with details and the point of contact at the DRAC.
- Some employees with RAs already in place, that state no recertification is required; however, the RTW mandate is requiring every employee to recertify annually. So please do not ignore the notification from the agency or you may be charged with AWOL.
- Please note the agency is going to attempt to accommodate EVERYONE anyway they can. That includes transportation to and from the office as well as in the office.
  - The old union office has been outfitted with special lighting and equipment.
  - There is additional seating on the 12<sup>th</sup> floor where the NCC coaches vacated to accommodate more employees returning.

- There were an estimated 188 employees with RAs that were notified and anticipated to return. The agency knows that there is not sufficient seating, which will result in employees already reporting having reduced obligation in reporting to the office. More to come on that as the agency continues to move through this process.

**PIPs:**

Performance improvement plans (PIP) have resumed. This may be the last group on the most recent versions (30 days for production; 45 days for quality). This administration is pushing to resume the 714 PIP. Traditionally, that was the 30-day PIP. The local does not have any detailed information on what the new 714 looks like currently. As soon as we have information/updates, we will send it out.

If you are having concerns, it is best to ask for the help you need up front. You can ask for (always in writing and revisiting at each monthly review):

- Additional training (be very specific)
- Expanded reviews
- Added to the IPR project with QRT

**Misc:**

- [www.afgel2823.org...this is our webpage where you can find helpful information](http://www.afgel2823.org...this is our webpage where you can find helpful information)
- There was a recent court hearing held about 2 weeks ago. We are awaiting the outcome. This circuit court judge will determine if our collective bargaining rights will be reinstated.
- **REMINDER:** Please do not send any union-related business to a VA email address or via TEAMS. We want to ensure that you as an employee and we are both protected. These are difficult times and we must be extremely careful!

Motion to adjourn: 11:47 am Daphne Coleman

Second by Jim Swartz