

AFGE Local 2823 January 2024 Monthly Meeting Minutes

January 24, 2024

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*Conference line was in use.*

**CONFERENCE CALL DIAL IN:**

**720-740-9694**

**ACCESS CODE: 5290904**

**LEADER PIN: 7129**

Conference was called to order at 11:46 am by Dwayne Walker

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

**New business:**

- Welcome to all the new members! Thank you for your support.
- Local filed an unfair labor practice (ULP) for lack of equitable work distribution resulting from overtime.
  - MOU dated 9/2023 included Sunday OT where it was found all the easy work was being assigned leaving the more difficult and time-consuming work for those not working Saturday and Sunday overtime (mainly).
  - The more complex work assigned the following week for those not working OT is not fair and causes employees to have to work harder to meet production when those volunteering for weekend OT can make production much easier.
- 2 arbitrations pending
  - VIP temporary promotions
    - We've won this in arbitration already; however, the agency filed an appeal which is still pending.
      - The local has since filed a second arbitration for the same thing as we still have VSRs and RVSRs doing VIP training without being compensated for that work.
  - PIP targeting
    - About 20 percent of our employees did not meet production standards; however, they only targeted some of those employees.

- Those employees that were failing before and/or after PACT were targeted. The agency cannot target certain employees based on some subjective formula created midstream.
- New performance standards are being implemented. The local requested feedback to present to congress next month.
  - The local only received feedback from a couple employees. Please send the local any feedback BEFORE it is implemented.
    - DEADLINE IS FRIDAY JANUARY 26, 2024
    - The zip file will be included with the minutes for your consideration.

**Old business:**

- Government is funded through March 1, 2024. They are promising to have a more permanent budge to last through the year come March 1, 2024.

**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)
- Idle time and WAH log-ins locations are being monitored by the agency.
- Awaiting a response from the director for maximum WAH due to heighten threats resulting from the wars and other civil unrest.
- Congratulations to Tony on his retirement. Thank you for your service to the local, the agency and your service to our country.
- Happy birthday to our treasurer Daphne Coleman.

Motion to adjourn @12:05 pm – Cecelia Gray

Second by Daphne Coleman