

AFGE Local 2823 October 2023 Monthly Meeting Minutes

October 25, 2023

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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 James Swartz

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

**New business:**

- Employees were notified that mentors were needed to train new employees and some employees did volunteer for this ancillary duty.
  - The local won an arbitration for temporary promotions for this role; however, the agency filed an appeal which is currently in front of FLRA (Fair Labor). If we win, those affected employees will be paid at the temporary promotion rate. This is in accordance with the master agreement.
  - The local has notified our VA counsel about the current solicitation. VA counsel has instructed the local to inform employees to **get in writing that you will be paid a temporary promotion BEFORE you agree to mentor/train.**
  - FYI temporary promotions rates are calculated into your retirement.
- PIPS are being issued for RVSRs and VSRs. A grievance was filed due to ongoing issues with: PACT Act changes, systems issues, missed development, lack of training.
  - If you're having difficulty, please ask for additional training in writing. Track system issue down times, IRM ticket numbers, dates, times affected, etc.

- Jim is proposing an open meeting in December for all bargaining unit employees in an effort to increase membership. Remember, there is an ongoing rebate in place. The rebate pays \$50 to the recruiter and the new member.

**Old business:**

- There will be no holiday party due to lack of interest.
- Previously discussed training is on hold until the outcome of the looming shut down is over.

**Misc:**

- [www.afgel2823.org](http://www.afgel2823.org)
- Membership has its privileges. Please do not share the business of the local with non-dues paying people.

**Q&A:**

**Tony M: are they only PIP'ing the bottom percentage?**

That is a “grievable” issue. The agency cannot pick and choose who they want to punish. The local was not involved in the I&I on how they determined which employees were considered failing. That is considered a bypass, so the local should be successful in the filed grievance. We are awaiting a response from the agency. The meeting has already occurred.

**Alecia G.: Should seniors or authorizers be leading training?**

Historically, senior/journey-level R/VSRs did some training; however, that role has moved to QRT. A second grievance will be filed for this current round of volunteers recently solicited to train/mentor just like the first that the local won.

**Rudy/Timlin:** another negative impact on VSR production is all the innovation system updates. The system often crashes and it takes time to adjust to the changes.

**Edward: how do you get off a PIP?**

You are assigned a PIP for an initial 90-day period. The PIP is used to correct whatever deficiency identified by the agency. Even if you are successful in that 90-day period, the PIP is still in effect for an entire year from the start date of PIP. Always ask for additional time on your PIP. This protects you for a longer period of time (less time where you are vulnerable for that remaining year).

**Chris: how/why did the agency decide to PIP production and not quality?**

The RO does not have a quality issue.

Motion to adjourn @12:15 pm – Daphne Coleman  
Second by Anthony Swartz