

Local 2578 Monthly Meeting Agenda and Minutes

Meeting Information	
Purpose:	To keep members informed about Local activities
Date & Time:	Tuesday, January 28 · 12:00 – 12:30pm ET
Location:	Google Meet joining info Video call link: https://meet.google.com/tab-pkfg-srr Or dial: (US) +1 954-399-5970 PIN: 203 477 082# More phone numbers: https://tel.meet/tab-pkfg-srr?pin=2221173028138
Meeting Leader:	Kyellye Winkey
Minutes taken by:	Heidi Holmstrom
Attendees:	
Resources: Please read before meeting	
2024-12 - Treasurer's Report.pdf	
Treasurer's Report - 2024 Budget Actuals.pdf	

Agenda	Facilitator
Introduction: <ul style="list-style-type: none"> ● Call in: Identify by name and location ● Call to Order ● Roll Call of Officers 	Kyellye Winkey
Meeting Minutes	Heidi Holmstrom
Treasurer's Report	Saira Haqqi
Reports <ul style="list-style-type: none"> ● Safety and Health Committee ● Legislative Committee <ul style="list-style-type: none"> a. Legislative Conference, February 9-12 in Washington, DC ● Organizing Committee ● Representational Activities ● Communication Committee ● Women's and Fair Practices Coordinator ● All committees are looking for volunteers! 	S. Lennon-Minor Heidi Holmstrom Sandi Lennon-Minor

New Business <ul style="list-style-type: none"> ● Audit committee <ul style="list-style-type: none"> ○ We are required to conduct an annual audit ○ Committee requires 3 members in good standing ● Member appreciation events in lieu of holiday party ● Spring training for representatives ● Moving Forward - open discussion 	Kyellye Winkey
Comments for the Good of the Local	
Adjournment	

Outputs		
Action Items for Follow-Up	Due Date	Responsible
Parking Lot		Responsible

AFGE Local 2578 Monthly Meeting Minutes

The members of AFGE Local 2578 met at 12:00 PM ET, Tuesday, January 28, 2025. The monthly meeting was held via virtual connection with NARA employees.

A quorum of members was present.

President Kyellye Winkey called the meeting to order at 12:00 pm ET.

Roll Call of Officers: Officers present were President Kyellye Winkey, Treasurer Saira Haqqi, and Secretary Heidi Holmstrom. Sergeant-at-Arms Daniel Dancis was absent. Vice President Jason Clingerman joined shortly after the meeting started.

Meeting Minutes:

Holmstrom read the November 2024 minutes.

Jesse Wilinski offered a correction to his comment about the Legislative Conference.

A MOTION to approve the November minutes as amended was put forth by Haqqi, SECONDED by Winkey. The motion was APPROVED.

REPORTS

Treasurer's Report:

Treasurer Haqqi reported on the Local's transactions, assets, spending, and membership for the reporting period covering the end of 2024. Haqqi reminded members that all past reports may be accessed for review on the AFGE Local 2578 public Google Drive.

Haqqi requested three to five volunteers to serve as members of the Audit Committee. The members would be responsible for the audit of the most recent fiscal year, while an auditing firm will be engaged for an audit of prior years.

A MOTION to approve the Treasurer's Report as read was put forth by Winkey, SECONDED by Clingerman. The motion was APPROVED.

Safety and Health Committee:

No report. Due to Sandra Lennon-Minor's retirement, the committee is in need of additional members.

Legislative Committee:

Heidi Holmstrom reported that there is a good-sized group attending the Legislative Conference and she will provide a report to membership at the February member meeting.

Organizing Committee:

No report.

Representational Activities:

No report.

Communications Committee:

No report.

Women's and Fair Practices Committee:

No report.

All committees are in need of members. If you would like to volunteer, please contact one of the Officers.

NEW BUSINESS

Officers noted that instead of a holiday party, the Local will be focusing on other member appreciation events.

Winkey encouraged members to go to the AFGE website to access and sign up for AFGE training.

Q&A/OPEN DISCUSSION

Winkey opened the meeting to questions from members, leading to a wide-ranging discussion of what is happening under the new administration and what steps the Union is taking to protect the rights of bargaining unit employees.

One member still in their probationary period spoke about how worried people are about losing their jobs and encouraged the Union to do more.

Winkey asked Council Vice President David Castillo to respond. He explained that we are in an information gathering process to prepare grievances against recent actions. He warned that striking can result in termination of the employee and decertification of the Union. Council Secretary Audrey Amidon spoke about actions that can be done in off-duty time, including demonstrations, etc. She shared a valuable resource shared by AFGE National leadership in the previous night's AFGE information session. The Civil Service Strong website (civilservicestrong.org, AFGE is a partner in the initiative) contains explanations of civil service-related Executive Orders, employee rights, and actions that can be taken. Having the knowledge helps make us stronger.

Another questioner asked about the Union's plans to protect people in their probationary period. David said that under federal law Unions can't file grievances for actions against probationary employees and these actions can't be grieved to the Federal Labor Relations Board. The contract says that the Union must have input on RIFs (Reduction in Force), but we don't know yet what the agency will do. Castillo wants people to understand the limits in federal labor law but is committed to pushing back wherever we can. Amidon said the Council is submitting RFIs (Requests for Information) to get more information about NARA leadership's decision-making in response to the Executive Orders. She said the Union has already filed a grievance over the removal of the telework form from NARA at Work. The Council and Local have managed their finances well so there is funding for the coming fight.

Castillo and Amidon responded to some questions and comments in the chat. It is important to follow agency instructions, even when we know they are in violation of the contract. If employees don't comply while the action is being grieved, that gives the agency a reason to terminate employment. There is a right to appeal employment actions after the initial probationary period. However, we don't trust agency leadership because they violated any trust we placed in them. The Union's goal is to get employees through this period with the least

amount of disruption to bargaining unit employees possible.

Local Vice President Clingerman answered a question about dues amounts. Dues are \$16.50 per pay period for those in grades 1-7 and \$23.00 per pay period for those in grades 8 and above. They will be going up 50 cents each year over the next two years.

Winkey reiterated the Local's commitment to share information quickly with members. She encouraged members to switch from the agency-controlled payroll withholding of Union dues over to AFGE's E-Dues system, which can be done at <https://join.afge.org/>. Congress is expected to try and end payroll deductions for Union dues in the coming reconciliation bill. Executive Orders do not supersede the contract. But a new law would supersede it.

There was a question about WMATA's C8 bus service and whether it would be resumed in response to the RTO order. Amidon said WMATA recently refused to restore bus service. If bus service is terminated there are people who will not be able to get to work, so the agency should provide shuttle services for employees, but it is unclear if the agency is willing to do this.

Regarding a question about Schedule F, officers said it will probably affect bargaining unit employees because it will likely be interpreted in a very broad way. The Council is working to get information from NARA about this issue.

Amidon explained that our current contract is in place through 2029 and the agency can't unilaterally reopen bargaining. The contract requires both parties' consent to modify the contract. The new administration wants to take away official time used by Union Reps, but that is protected in the contract.

There was a question about EAGs and whether EAG members may be targeted under the administration's DEIA EO reporting directive. Castillo said the Council has issued a request to bargain so that EAG content can be downloaded from the ICN and saved. The DEIA EO does not appear to have affected NARA employees, but we don't know if the agency will choose to unreasonably interpret it more broadly. If they try to remove people who do not obviously fall under the order, the action will be grieved.

There was a question about how to record Union official time in Quicktime. Amidon said the code "LRG" is still in use.

Amidon noted that while the Union expected the new administration to attempt to take many of these actions, the speed is what is surprising. Rather than using existing channels and following the law, the administration chose to do things entirely illegally. The legal route would take more time and would not accomplish as much.

Winkey warned that the agency can monitor anything you say or write on any NARA IT systems. The Union is implementing a plan to get off of NARA IT.

If you have questions about Reasonable Accommodations, you may contact Hilary Kaplan.

Castillo said that, based on their actions in the past week, he expects the agency to ignore the CBA. The agency knows the grievance process takes time and that we have to comply during the process.

Winkey reminded members that District 14 has webinars almost every night. Reach out to her for more information about them.

After an hour, Winkey called for the meeting to be ended. Members are encouraged to send additional questions to Council and Local officers.

A MOTION to adjourn the meeting was put forth by Winkey, SECONDED by Haqqi. The motion was APPROVED.

The meeting was adjourned by President Winkey at 1:00 pm ET.

Respectfully submitted by Heidi Holmstrom, Secretary.

Minutes approved February 25, 2025.