

Local 2578 Monthly Meeting Agenda and Minutes

Meeting Information	
Purpose:	To keep members informed about Local activities
Date & Time:	Tuesday, February 25 · 12:00 – 12:30pm ET
Location:	Google Meet joining info Video call link: meet.google.com/ygk-nbij-rum Or dial: (US) +1 574-279-9043 PIN: 182 039 661#
Meeting Leader:	Saira Haqqi
Minutes taken by:	Heidi Holmstrom
Attendees:	
Resources: Please read before meeting	
January 2025 Draft Minutes	

Agenda	Facilitator
Introduction: <ul style="list-style-type: none"> • Call in: Identify by name and location • Call to Order • Roll Call of Officers • Message from President • Leadership changes 	Saira Haqqi
Meeting Minutes	Heidi Holmstrom
Treasurer's Report	Saira Haqqi/Molly Kamph
Reports <ul style="list-style-type: none"> • Safety and Health Committee • Legislative Committee <ul style="list-style-type: none"> a. Legislative Conference Report • Organizing Committee • Representational Activities • Communication Committee • Women's and Fair Practices Coordinator • Pride Committee 	Corbin Lebaron/Jesse Wilinski Danielle D. Gottwig

<ul style="list-style-type: none"> • All committees are looking for volunteers! 	Frankie Witzenburg
<ul style="list-style-type: none"> • Reminder: moving off agency IT <ul style="list-style-type: none"> ◦ Update personal email in AFGE member profile • Council update <ul style="list-style-type: none"> ◦ Status of grievances <ul style="list-style-type: none"> ■ Telework ■ Illegal termination of probationary employees 	Saira Haqqi Audrey Amidon
Comments for the Good of the Local	
Adjournment	

AFGE Local 2578 Monthly Meeting Minutes

The members of AFGE Local 2578 met at 12:00 PM ET, Tuesday, February 25, 2025. The monthly meeting was held via virtual connection with NARA employees.

This is the first meeting being held in the AFGE Council 260 Google workspace and we encountered some technical problems. Board officers will address the issues so the next meeting will proceed more smoothly.

A quorum of members was present.

Vice President Saira Haqqi called the meeting to order at 12:00 pm ET.

Roll Call of Officers: Officers present were Vice President Saira Haqqi, Treasurer Molly Kamph, Sergeant-at-Arms Daniel Dancis, and Secretary Heidi Holmstrom. President Jason Clingerman was absent.

Vice President Haqqi read a message from President Jason Clingerman, who was unable to join the meeting.

“I'm sorry that I couldn't be here today. I'm currently at a dentist appointment, but trust me when I say that I would much rather be here with you today.

I want to thank everyone for their memberships. If you're a new member, we appreciate you joining us today! If you've been a member for a while, we always appreciate your support. Just know that your dues are helping fund the Council's work to fight these illegal violations of our collective bargaining agreement.

Federal employee unions are on the front lines of this country's efforts to stand up for law and order. I look forward to serving as your President in these difficult times, and thank you for choosing public service. It may not feel like it when you read the news, but there are hundreds of

millions of Americans - including your families, friends, neighbors, colleagues, and more that appreciate the work you do!”

Meeting Minutes:

The January 2025 meeting minutes were sent to members for review prior to the meeting.

A MOTION to approve the January minutes as read was put forth by David Castillo, SECONDED by Audrey Amidon. The motion was APPROVED.

REPORTS

Treasurer’s Report:

Vice President Haqqi reported on the Local’s transactions, assets, spending, and membership for the reporting period of January 2025. The report may be accessed on the [AFGE Local 2578 public Google Drive](#).

A MOTION to approve the Treasurer’s Report as read was put forth by Daniel Dancis, SECONDED by Molly Kamph. The motion was APPROVED.

Safety and Health Committee:

No report.

Legislative Committee:

Jesse Wilinski reported on the recent AFGE Legislative Conference, attended by Wilinski and Local 2578 members Willard Johnson, Cristy Burchartz, and Corbin LeBaron. They attended the Civil Rights Luncheon and met with Local 104, which represents the National Personnel Records Center. They met with aides from two Senate offices (Richard Durbin and Tammy Duckworth) and two House member offices (Johnny Olszewski and Raja Krishnamoorthi). Some attended the classes offered at the conference, as well as Hatch Act training and EEO training. Wilinski is in contact with two AFGE Legislative and Political Organizers, one from District 14 and the other from District 4. He said there is early planning for a visit from members of Congress to National Archives facilities in 2025.

Organizing Committee:

No report.

Representational Activities:

No report.

Communications Committee:

No report.

Women’s and Fair Practices Committee:

Haqqi reported that Danielle Dubois Gottwig is the new committee Coordinator.

Pride Committee

Local 2578 introduced the new AFGE PRIDE Committee, which will continue the work of the

NARA Stonewall employee affinity group dissolved by the agency.

Please contact local2578@afgecouncil260.com if you are interested in volunteering for any Local 2578 committee.

NEW BUSINESS

IT Transition: Haqqi updated members on the Union's move off of NARA IT resources and onto a new Council 260 domain Google Workspace. Going forward, the Local will primarily be contacting members through personal emails, rather than NARA email, so keep your contact information updated on the AFGE Member Portal.

Council Update: Council Secretary Audrey Amidon and Vice President David Castillo gave an update on the grievances underway. The grievance over the change in telework policy will be posted on the Council 260 website and was emailed out to members. The agency asked for an extension on the telework grievance, and they are required to respond by March 1. Castillo said he expects they will deny the grievance and at that point it goes to arbitration. We can expect the agency will appeal if the arbitrator rules for the Union. The Federal Labor Relations Authority (FLRA) is the next step, but by the time our case reaches it some members may be replaced and it will not be friendly to Labor. An FLRA decision could be brought to Circuit Court, and the Council has retained an attorney to shepherd us through the process. We expect all of the grieved issues to be long fights, but we will keep fighting to the end.

Amidon spoke to members about the recent terminations of probationary employees. She has accounted for all the probationary bargaining unit employees terminated. There are 57. The Council wants to make contact with all probationary employees before anything happens, so they have been asking for personal email addresses. Communications from the Union will come from the afgecouncil260.com domain, so make sure your account allows the emails from the domain. Amidon has heard that there were a total of about 90 employees terminated, and she has accounted for 80 of them. Amidon offered to share a list (without names) of the positions and locations of terminated employees with members. She emphasized that everything the agency has done with regard to the terminations was wrong.

Amidon asked members to put the Union in touch with anyone we may not have reached yet. She explained that probationary employees in public facing roles (education, museum services, outreach, communications) were all terminated. She said the pattern across other offices appears more random and some may have been terminated for discipline or performance issues. In most cases, performance was not cited as an issue. Jay Trainer (Chief Operating Officer) specifically said this was a downsizing effort, which the Union recognizes as an illegal Reduction in Force (RIF). None of the existing rules or regulations for RIFs were followed.

Castillo provided an update on the Council's response to the terminations. He's been in touch with the Council's attorney, who is working with other organizations and labor to develop a government-wide response. He said our response is following a two-pronged approach.

The first prong focuses on class action cases that will be filed with the Merit Systems Protection

Board (MSPB) on the contention that agencies ran a “constructive RIF,” which is illegal. There are well-defined procedures for laying off federal employees, and the agency did not follow them. The attorney has asked for probationary employees who were fired last week, and who are willing to be named representatives of the class for this MSPB complaint, to reach out through the Union to contact him. Named class members would be expected to testify and provide documentation about their work. A good candidate would be someone fired on February 18, who was performing at a good or great level (fully successful or above), and is unambiguously probationary. It will be helpful if those interested in participating as named plaintiffs have documentation (performance review, etc.) in their possession. The call for participants will be sent out by the Council in writing.

The second prong focuses on contesting the illegal firings through the grievance process, specifically on the grounds of an Unfair Labor Practice (ULP). This is based on the agency’s failure to bargain over impact and implementation of the illegal RIF. Rather than focusing on the impact to terminated probationary employees, it is targeted at the agency’s failure to bargain over the impact on employees who were not terminated, who will be expected to take on duties performed by those in eliminated positions.

There was a question about whether the Council could share the information it is providing to terminated employees with employees who have not been terminated, so they can pass it on to terminated employees for whom the Union doesn’t have contact information. Amidon answered that the Council will work on getting the information to terminated employees first, and then will share it with those not terminated.

There was a question in the chat asking about the pending March shutdown. The questioner referred to guidance that says a long furlough (30+ days) can become a RIF. Castillo responded that he thinks that guidance does not refer to the definition of furlough in a government shutdown context.

Amidon told members that if you believe your probationary status is incorrect, you should reach out to the Union.

Amidon answered a question about this week’s bullet point email. She noted there will be something that seems insane every week. We should roll with it and keep our eyes on the bigger picture. Castillo said the Union tried to get guidance about answering the bullet point email from agency leadership, but the person in charge of the agency was unwilling to issue the guidance that had been drafted. Article III, Section 4 of our Union Contract (employee rights, complying with orders) is clear that you do not need to follow orders unless they come from your supervisor (or an agency-wide directive/NARA Notice). If an order comes from someone else, check with your supervisor first before complying. Also follow Agency-wide directives. Amidon emphasized that the fear created by people not in our chain of command is not okay and we should try not to allow it to take over our lives.

In response to a question on the right to strike, Castillo emphasized that it is illegal for federal employees to strike. You will lose your job and a Union will be decertified if it is found to have called for or supported a strike.

Castillo and Amidon said if you are looking for ways to get involved with the Union and fight what is happening, the best thing to do is contact your Local (local2578@afgecouncil260.com).

Castillo said we have no additional information about the cancellation of the C8 bus. Jay Bosanko was working on that issue, but he's gone from the agency now. However, it is an issue we can empower someone to work on for the Union.

Throughout the meeting, officers pointed members to the Union email addresses as a good way to ask questions or find out how you can get involved. Email council260@afgecouncil260.com, local2578@afgecouncil260.com, executivevp@afgecouncil260.com, or secretary@afgelocal260.com.

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

The meeting was adjourned by Vice President Haqqi at 12:55 pm ET.

These minutes were approved at the March 25, 2025 member meeting.

Respectfully submitted by Heidi Holmstrom, Secretary.