



**ORDER OF EMERGENCY TRUSTEESHIP**

**Appointing a Trustee to Take Charge and Control of the Affairs of  
Locals to Protect Members' Interests  
Pursuant to Article XII, Section 3(B) of NAGE Constitution and Bylaws**

To: NAGE or IBPO Members of:

- Local R1-004
- Local R1-132
- Local R2-062
- Local R3-112
- Local R3-118
- Local R3-120
- Local R4-045
- Local R4-068
- Local R4-086
- Local R4-109
- Local R4-123
- Local R14-040
- Local IBPO 800

From: David J. Holway, National President

Today, April 28, 2023, I have determined that it is necessary to assist the above-referenced NAGE or IBPO Locals with respect to their internal needs due to violations of the NAGE Constitution and By-Laws by the Local Units. The National Association of Government Employees (the National) has learned of conduct, including administrative mismanagement and failure to otherwise carry out legitimate objects of the union.

The Local Units' conduct indicates the following in violation of Article XII, Section 1(B) of the NAGE Constitution and By-Laws. The aforementioned Locals have failed to meet their legal obligations and failed in their duty such that their obligations to their members, the National Union, the International Union, or the Local Units themselves are not being met.

Therefore, pursuant to Article XII, Section 3(B) of the National Association of Government Employees' Constitution and By-Laws, I have determined that an emergency situation exists within said NAGE and IBPO Locals and that the interests of the membership require the immediate appointment of a trustee and the establishment of a trusteeship.

By virtue of my authority as National President, I have on this date appointed Glovena Holder as Trustee and the following individual as Deputy Trustee to take immediate charge and control of said NAGE and IBPO Locals and to exercise all the powers they are entitled to under the NAGE Constitution and By-Laws.

a. Robert Burnieika, Deputy Trustee

- Local R1-004
- Local R1-132

- Local R2-062

b. Andre Phillips, Deputy Trustee

- Local R3-112
- Local R3-118
- Local R3-120
- Local R4-045
- Local R4-086
- Local R4-068
- Local R4-109
- Local R4-123
- IBPO 800

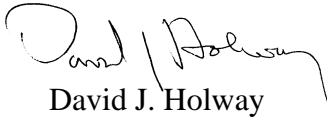
c. Kristyn Huchen, Deputy Trustee

- Local R14-040

If applicable, the Locals' Constitution and By-Laws are suspended for the period of the Trusteeship.

Consistent with the requirements of the NAGE Constitution and By-Laws, Article XII, Section 3(B), I will shortly issue a Notice of Hearing and Appointment of a Hearing Officer. The Hearing Officer shall hold a hearing regarding the emergency trusteeship's imposition within thirty (30) days of this Order.

Dated in Quincy, Massachusetts this 28<sup>th</sup> day of April 2023.

  
David J. Holway  
National President

cc: Glovena Holder, Trustee  
Robet Burnieika, Deputy Trustee  
Andre Phillips – Deputy Trustee

Steven Douglas – Hearing Officer  
Sarah Suszczyk, Hearing Officer Advisor  
Carisa Carmack, Assistant General Counsel