

## Dangers of Proposed Employee Advisory Board

Management's proposal to establish a national Employee Advisory Board is nothing less than union busting. The EAB would represent bargaining unit employees and have a direct line to the Deputy Secretary, effectively replacing the Union and negating all rights we have under both our contract and statute. This proposal violates our contract on several levels, most importantly by overriding our exclusive representation of bargaining unit members.

This is a dangerous proposal. Management proposes that the EAB have a scheduled conference call with the Deputy Secretary every quarter. Management will meet with EAB volunteers without the Union being present. The EAB will be a management tool, approved by management and controlled by management.

Ginnie Mae already has a functioning EAB that we have been fighting. We have a case challenging this before the FLRA that has been pending for over a year.

Every region and local needs to be aware that we must fight EABs and similar groups wherever management tries to create them. Although it sounds nice to have employees participating in efforts to improve morale and working conditions and having direct communication with management, this is dangerous: all our employees' actual rights are thanks to our contract. If management successfully breaks down the enforceability of our contract piece by piece, employees will be left with no rights and no protections.

The preliminary demands that we have submitted to management regarding the EAB can be summarized as follows:

1. A management-chartered EAB violates the HUD-AFGE contract by creating another organization to represent employees.
2. The Union will not waive any rights we have under statute or contract.
3. Any bargaining unit employee groups will be established by the Union and responsive to the Union.
4. The Union will determine the BUE members of any joint management-employee groups, the establishment of which shall be subject to negotiation.