



National Council of HUD Locals

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
AFFILIATED WITH AFL-CIO

Council 222

April 23, 2013

MEMORANDUM FOR: Donnell Boykins, Deputy Director, Labor Relations

FROM:  Eddie Hitches, President
AFGE Council of HUD Locals 222

SUBJECT: HUD Ideas in Action and Switchboard

This will serve as HUD Locals 222's demand to bargain over management's "Ideas in Action" and "Switchboard" initiatives. Below are our preliminary proposals:

1. Union Participation in Process: Council 222 shall participate with management in planning any procedures or protocol regarding the solicitation, evaluation and use of ideas submitted by bargaining unit employees through the Ideas in Action and Switchboard programs.
2. Union Selection of Committee Representatives: Any committees formed to meet with management to discuss or negotiate ideas submitted through Ideas in Action or Switchboard which impact or affect bargaining unit members will be composed of employees selected by Council 222.
3. Meetings with Management: Any meetings with the Deputy Secretary or his designee, conducted as a result of an idea generating sufficient interest on the Ideas in Action or Switchboard websites, will include a union steward, elected official or other designated representative.
4. Negotiation of Working Conditions: Management will immediately cease and desist and refrain in the future from using Ideas in Action or Switchboard as a vehicle to negotiate changes in the working conditions of bargaining unit employees.

These are preliminary proposals only, and the union reserves the right to bargain, amend or add proposals, in accordance with Article 5 of the Agreement between the U.S. Department of Housing and Urban Development and the American Federation of Government Employees AFL-CIO.