



American Federation of Government Employees
National Council of HUD Locals 222

Affiliated with AFL-CIO

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MEMORANDUM FOR: John Anderson, Acting Deputy, Employee & Labor Relations
Division, AHED

FROM: Jerry Gross, Mid-term Bargaining Chair, AFGE Council 222 of HUD Locals

Subject: *Jerry Gross* Demand to Bargain – Desktop Technology Change and Data Security Encryption

This will serve as AFGE Council 222's (the Union's) demand to bargain over the Department's February 20, 2014 notice regarding a change to the data security encryption tool on removable media and the February 27, 2014 notice regarding the planned desktop technology change for password management.

The Council provides this response in accordance with Article 5 of the AFGE-HUD collective bargaining agreement. We offer the following preliminary proposals:

1. Training and Information: Management shall provide all necessary training to employees either before implementing these changes or immediately upon implementation. Management shall provide follow-up instruction as needed online, in person, and by telephone. Management shall advise all affected employees at least one week prior to implementing any change that directly affects the employee, and shall explain the effect of the change. Management has already stated that it will distribute a HUD specific User Guide providing detailed instructions on the use of the password reset system.
2. No Adverse Action: Management shall not take any adverse action against employees as a result of implementing the technology changes related to data security encryption of removable media and password management. Management shall not take any adverse action against employees who are unable to access their data due to these changes.

These are preliminary proposals only, and the Union reserves the right to bargain or amend or add proposals, in accordance with Article 5 of the collective bargaining agreement. I will serve as the contact for this matter.