



American Federation of Government Employees
National Council of HUD Locals 222

Affiliated with AFL-CIO

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MEMORANDUM FOR: Jacqueline Mercer-Hollie, Director, Employee and Labor Relations

FROM: Holly Salamido, President, AFGE Council of HUD Locals 222

SUBJECT: Demand to Bargain: Affinity Groups *Holly Salamido*

DATE: February 24, 2014

This will serve as the Council of HUD Locals 222's Demand to Bargain over HUD's interaction with various non-AFGE employee affinity groups organized by HUD employees. Examples of affinity groups include, but are not limited to the "Under Five" group, Advocates for HUD Employees with Disabilities (AHED), American Indian & Alaska Native (AIAN), Asian Pacific Americans (APA), Blacks in Government (BIG), Federally Employed Women (FEW) - W.O.W. Chapter, Gay, Lesbian, or Bisexual Employees (HUD GLOBE), Latino Network, and Veterans Action Group (VAG) and the HUD Diversity Council (hereinafter "Affinity Groups"). Below are the Union's preliminary proposals:

1. Management will not recognize the Affinity Groups as a representative of the bargaining unit. Affinity Groups shall not supplant or assume the responsibilities and rights of AFGE Council 222 of HUD Locals or any AFGE local (the Union).
2. No adverse action shall be taken against a bargaining unit employee based on participation or non-participation in any Affinity Group or Solicitation.
3. Management will provide the Union with 48 hours advance notice of all meetings between one or more representatives of management and any Affinity Group or representative thereof. Council 222 may send one or more representatives, in addition to any who may be members of the affinity group, to attend and participate in the meeting.
4. Representatives from any AFGE local may also attend and participate in those meetings that are held in their respective geographic areas or that have the potential to affect HUD employees in one or more geographic areas but not necessarily nationally.
5. Union representatives will be permitted to speak and participate fully in any meetings with Affinity Groups. Union attendance at or participation in such meetings shall not be construed as assent to or endorsement of any changes, programs or ideas implemented.
6. Management shall not represent that the Union participated in decision-making with regard to any changes made or suggestions implemented simply because a Union representative participated in pre-decisional discussions on any matter.

7. Before implementing any suggestion or idea received through a solicitation or meeting with an Affinity Group, management will provide Council 222 and any relevant local with a copy of any written employee request received and the proposed management implementation response prior to implementing the change or idea. If the implementation results in a change of working conditions, management will provide appropriate notice to the Union under Article 5 of the contract.
8. Affinity Group members will not be required to report to management regarding Affinity Group business except through formal meetings set up to report, inform or request information or approval from management.
9. Time spent by Affinity Group members on meetings, conference calls, or projects related to the Affinity Group shall be during work hours and without charge to official time or to leave.
10. Employees may elect to become a part of any affinity group however they cannot be added to the group without their expressed permission.
11. Any affinity group that utilizes the HUD email system to send out information must do so via the HUD listserv. As such they shall follow the listserv rules and regulations (e.g. adding and deleting membership).
12. Affinity groups must be chartered in accordance with existing HUD policies and procedures.
13. All chartered affinity groups are required to take annual training on what constitutes issues related to working conditions (to be conducted by a joint Union/Management team).
14. The union shall be notified of any meetings of affinity groups and agendas provided if available

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.