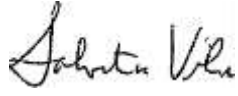




National Council of HUD Locals
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
AFFILIATED WITH AFL-CIO
Council 222

April 13, 2015

MEMORANDUM FOR: Darren Muhammad, Human Resource Specialist,
Employee Labor Relations

FROM: Salvatore Viola, Executive Vice President 
AFGE National Council of HUD Locals #222

SUBJECT: Demand to Bargain: The Office of Public and Indian Housing
(PIH) Employee Enrichment Program.

Pursuant to Article 5, Section 5.02 of the HUD /AFGE Collective bargaining Agreement (the Agreement) this memorandum serves as HUD Council of AFGE Locals (the Council) demand to bargain the impact and implementation of the Office of Public and Indian Housing (PIH) Training Division's nationwide Employee Enrichment Program.

The Council is offering the following preliminary proposals for consideration and negotiation:

- 1) This Supplement shall not diminish or waive any rights that bargaining unit employees have under the AFGE Agreement, law, rule or regulation.
- 2) The PIH Employee Enrichment Program shall to provide the opportunity for:
 - (a) Employees to self-identify and self- address competency program specific and technical skill gaps in performing current job functions.
 - (b) Aiding PIH bargaining unit employees in improving performance in their current positions;
 - (c) Provide career mobility and advancement opportunity within PIH and the Department.
- 3) Employee participation in the PIH Employee Enrichment Program shall be voluntary.
- 4) Each employee shall continue to be entitled to voluntarily establish an Individual Development Plan (IDP) to be used as a roadmap for the employee's participation in the PIH

Employee Enrichment Program. Previously approved IDPs shall be utilized and amended at the employee's request.

- 5) Annual leave and/or sick leave previously approved will not be rescinded as a result of implementation of the implementation of the PIH nationwide Employee Enrichment Program.
- 6) There shall be no adverse impact on to employees' alternative work schedules as a result of implementation of PIH nationwide Employee Enrichment Program.
- 7) There shall be no adverse impact to existing employee telework agreements as result of .the implementation of the PIH nationwide Employee Enrichment Program.
- 8) Local Union Presidents shall receive timely notifications in accordance with Article 5 of the Agreement regarding local changes in personnel policies, practices and procedures as a result of implementation of the PIH nationwide Employee enrichment program.
- 9) The implementation of the PIH nationwide Employee Enrichment Program shall ne in accordance with the Departmental Reasonable Accommodation Policy and Supplement 41 of the Agreement. The Program will not alter reasonable accommodations currently in effect.
- 10) Workloads shall be adjusted as appropriate based on work volume and the amount of time the employee is participating in the PIH Employee Enrichment Program. Participation in the program will be taken into consideration in employee work assignments and performance expectations
- 11) This supplement does not supersede or waive the training and career development procedures in accordance with Article 12 of the Agreement.

These are preliminary proposals for the purpose of negotiating the changes under the subject line above and additional proposals may be added prior to the start of any necessary negotiations. If you have any questions, I can be reached at (973) 776-7391 Thank you.