



National Council of HUD Locals

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
AFFILIATED WITH AFL-CIO

Council 222

July 9, 2015

MEMORANDUM FOR: Michael Stein, Acting Director
Employee and Labor Relations

FROM: Salvatore Viola, EVP, *Salvatore Viola*
HUD Council of AFGE Locals

SUBJECT: Demand to Bargain: The OCHCO Buyout Plan

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 OCHCO Buyout Plan.

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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) Employee participation in the OCHCO Buyout Plan shall be voluntary.
- 3) Buyout Applicant's name shall be confidential. Upon request, Union officials shall receive a listing of all employees who applied for the buyout in their respective offices and the disposition of their applications.

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.