



American Federation of Government Employees
National Council of HUD Locals 222

Affiliated with AFL-CIO

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August 17, 2015

MEMORANDUM FOR: Anita Crews, Human Resource Specialist, Employee and Labor Relations Division

FROM: James P. Flynn, Mid-Term Bargaining Committee, AFGE National Council of HUD Locals 222 *J.P.F.*

SUBJECT: Demand to Bargain – Personnel Clearinghouse Pilot Policy and Handbook 334.1

This will serve as Council 222's (the Union) demand to bargain over the Personnel Clearinghouse Pilot Policy and the related Handbook 334.1 in accordance with Article 49 of the HUD-AFGE Collective Bargaining Agreement. Management provided a draft of the Personnel Clearinghouse Pilot Policy to the Union on August 4, 2015.

Below are our preliminary proposals:

1. No bargaining unit employee rights under the HUD-AFGE Collective Bargaining Agreement shall be waived as a result of participating in the Personnel Clearinghouse Pilot program.
2. No employee shall be removed from the bargaining unit as a result of participation in the Personnel Clearinghouse Pilot program.
3. Bargaining unit employees' participation in the Personnel Clearinghouse Pilot program does not require management approval.
4. No adverse action shall be taken against any bargaining unit employee in connection with participation in the Personnel Clearinghouse Pilot program.
5. HUD shall provide training and information to all bargaining unit employees regarding the Personnel Clearinghouse Pilot program and how to participate.
6. Personnel Clearinghouse Pilot program participation and/or selection may not be based on geographic location, political affiliation, labor organization affiliation or non-affiliation, marital status, race, color, religion, gender, sexual orientation, sex, national origin, disability, or age.
7. HUD shall notify each Local Union, in accordance with Article 49 of the HUD-AFGE Collective Bargaining Agreement, regarding local changes as a result of bargaining unit employees' participation in the Personnel Clearinghouse Pilot program.

8. Bargaining unit employees' eligibility for other training opportunities and training funds available through their current program offices shall not be affected as a result of their participation in the Personnel Clearinghouse Pilot program.
9. Participation in the Personnel Clearinghouse Pilot program shall not have any adverse impact on any bargaining unit employees' promotions, within-grade increases, upward mobility, or career ladder positions.
10. There shall be no adverse impact to any reasonable accommodation of employees, nor shall management discriminate against any employee with a reasonable accommodation, who participates in the Personnel Clearinghouse Pilot program.
11. Any changes to the Personal Clearinghouse Pilot Policy and Handbook 334.1 as agreed to and finalized following the conclusion of the current negotiations shall be subject to notice and negotiation.
12. Management will make all conforming changes to its Personnel Clearinghouse Pilot Policy and Handbook, as they apply to bargaining unit employees, to comply with the terms of the current negotiations.

These are preliminary proposals only, and the Union reserves the right to bargain or amend or add proposals, in accordance with Article 49 of the collective bargaining agreement. I will serve as Chief Negotiator.

cc: Mike Stein, Acting Director, Employee & Labor Relations Division
Iva Harpe, Employee & Labor Relations Division