



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

September 15, 2015

MEMORANDUM FOR: Michael Stein
Acting Director, Employee & Labor Relations Division

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

SUBJECT: Emergency Government Shutdown – October 1, 2015

Pursuant to Articles 49 and 34 of the HUD-AFGE Council 222 Agreement, AFGE National Council of HUD Locals No. 222 (Council or Union) demands to bargain appropriate arrangements for any potential government shutdown following the close of FY 2015.

The below proposals are preliminary bargaining proposals and are not to be considered all of the proposals that the Union can submit. A complete list of proposals may be presented prior to and at the time of bargaining in accordance with Section 49.06 of the HUD-AFGE Council 222 Agreement.

Initial Proposals:

- 1) Management will provide the Union with a current list of all excepted employees who will be required to work during any emergency shutdown. Following provision of the list, management will bargain at the local level regarding designation of employees as excepted from the shutdown furlough.
- 2) All excepted employees will be notified immediately that they are required to work during any emergency shutdown.
- 3) Union officials will be allowed building access for the purpose of performing voluntary representational for bargaining unit employees.
- 4) This Supplement shall not diminish or waive any rights that bargaining unit employees have under the AFGE Agreement, law, rule or regulation
- 5) To the extent practicable, employees will be provided advance notice of a furlough. For furloughs of 30 calendar days or less (up to 22 workdays), employees should be provided 30 days written notice, if practicable. For furloughs of more than 30 calendar days (more than 22 workdays), employees should be provided 60 days written notice, if practicable.

- 6) The Department shall provide for a “mandatory” meeting between the Local representative and the bargaining unit, before notice of any furlough actions by the management.
- 7) Management will provide all affected employees information on claiming unemployment benefits during a shutdown. Management will also provide employees with a letter to provide to creditors, documenting the employee’s federal employment and non-pay status during the shutdown.
- 8) Employees, unless prohibited by statute or regulation, will be permitted to use their “use or lose” leave after the shutdown ends and until such “use or lose” is exhausted.
- 9) Bargaining Unit Employees who telework shall be allowed to conduct shutdown activities from their telework work site. To the extent practicable, Bargaining Unit Employees who do not telework shall be allowed to conduct shutdown activities before going home the evening before the shutdown is due to occur.
- 10) As a means of communications, any furloughed employee shall be permitted to continue the use of HUD’s email systems as an essential communications means.

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. Please note this demand to bargain remains in effect even if a short term continuing resolution is established by midnight September 30, 2015.

These are preliminary bargaining proposals and there may be additional proposals once the bargaining is to take place.