



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY
Washington Regional Office
1400 K Street, NW, Second Floor • Washington, DC 20424-0001
(202) 357-6029 FAX: (202) 482-6724

July 19, 2016

David Ganz, Agency Counsel
U.S. Department of Housing & Urban Development
Personnel Law Division
451 7th Street S.W., Room 2124
Washington, D.C. 20410

Re: U.S. Department of Housing & Urban
Development Washington, D.C. and AFGE,
Council 222 of HUD Locals
Case no. WA-CA-16-0031

Dear Mr. Ganz:

I have approved the Settlement Agreement entered into by the parties in the above case, and the Agency now should begin to comply with the terms of the Agreement.

Please notify the Region in writing within thirty days (30), and again after sixty days (60), of the steps taken to comply with the terms of the Agreement. You should also serve the Charging Party with copies of your compliance correspondence to the Region. If you require any assistance or further information concerning compliance in this matter, please contact Attorney Mauricio Drummond, Jr. at (202) 357-6028.

Sincerely,


Jessica Bartlett
Acting Regional Director

Enclosures: Settlement Agreement
Notice to Employees

cc: Holly Salamido, President
AFGE Council 222 of HUD Locals
451 7th Street S.W., Room 3172
Washington, D.C. 20410



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY

DEPARTMENT OF HOUSING AND URBAN
DEVELOPMENT

Charged Party

and

AMERICAN FEDERATION OF GOVERNMENT
EMPLOYEES, COUNCIL 222 OF HUD LOCALS

Charging Party

Case No. WA-CA-16-0031

SETTLEMENT AGREEMENT

Subject to the approval of the Regional Director for the Federal Labor Relations Authority, the Charged Party and the Charging Party agree to settle the above-captioned case as follows:

POSTING OF NOTICE – After the Regional Director has approved this Agreement, the Regional Office will send a copy of the approved Notice to the Charged Party. The Notice will be signed and dated by Towanda Brooks, Chief Human Capital Officer, and then immediately posted in conspicuous places where employees represented by the Charging Party work, including all bulletin boards and other places where notices to employees are customarily posted. The Charged Party will keep the Notices posted and maintained for sixty (60) consecutive days from the date of posting.

ELECTRONIC DISTRIBUTION OF NOTICE – The Charged Party will email a copy of the signed and dated Notice to all employees represented by the Charging Party. The message of the email transmitted with the Notice will state: “We are distributing the attached Notice to you pursuant to a Settlement Agreement approved by the Regional Director of the Federal Labor Relations Authority’s Washington Regional Office in Case No. WA-CA-16-0031.”

COMPLIANCE WITH NOTICE – The Charged Party will comply with the terms and provisions of the Notice.

SCOPE OF THE AGREEMENT – This Agreement settles only the allegations in the above-captioned case, and does not settle any other pending cases or matters. This Agreement in no way precludes any person’s right to file charges, or the General Counsel’s right to investigate and issue complaints, based upon matters that precede the approval date of this Agreement.

PARTIES TO THE AGREEMENT – If the Charging Party declines to become a party to this Agreement and the Regional Director determines that it will effectuate the policies of the Statute, the Regional Director may approve this Agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement will be between the Charged Party and the Regional Director. In that case, a Charging Party may request review

of the decision to approve the Agreement by filing an appeal with the General Counsel. If the General Counsel does not sustain the Regional Director's approval, this Agreement will be null and void. Approval of this Agreement by the Regional Director constitutes withdrawal of any Complaint and Notice of Hearing issued in this case.

PERFORMANCE – Performance by the Charged Party of the terms and provisions of this Agreement will commence immediately after the Agreement is approved by the Regional Director or, in the event the Charging Party does not enter into this Agreement, performance will commence immediately upon receipt by the Charged Party of notice that no appeal has been filed or that the General Counsel has sustained the Regional Director.

NOTIFICATION OF COMPLIANCE – The Charged Party will notify the Regional Director in writing of the steps it has taken to comply with the Agreement. The Charged Party's compliance notification will be made within fourteen (14) days, and again after sixty (60) days, from the date of the approval of this Agreement, or, in the event the Charging Party does not enter into this Agreement, after the receipt of notice that no appeal has been filed or that the General Counsel has sustained the Regional Director. No further action will be taken in the above case provided the Charged Party complies with the terms and provisions of the Agreement and the Notice.

Charged Party Department of Housing and Urban Development	Charging Party AFGE, Council 222 of HUD Locals
Signature and Date: <i>D. Gantz</i> 7-18-16	Signature and Date: <i>Henry H. Slamin, Jr.</i>
Name and Title: <i>David Gantz</i> <i>Agency Counsel</i>	Name and Title: <i>President</i> <i>Council 222 of HUD Locals</i>
Approved By: <i>Jessica [Signature]</i> Acting Regional Director	Date: 7/19/16