

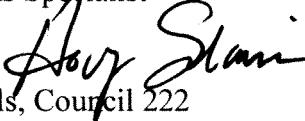
National Council of HUD Locals

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
AFFILIATED WITH AFL-CIO

Council 222

June 28, 2016

MEMORANDUM FOR: Joseph Sullivan
Director, Employee & Labor Relations Division
Yvette White, Labor Relations Specialist

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

SUBJECT: Demand to Bargain: Office of Housing Realignment

Pursuant to Article 49 of the HUD-AFGE Council 222 Agreement, AFGE National Council of HUD Locals No. 222 (Council or AFGE Council 222) demands to bargain the realignment of the Office of Housing.

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 Article 49.04 (1) and 49.06 (i) of the HUD-AFGE Council 222 Agreement and past practice.

Initial Proposals:

1. Management will provide the Union with a full and complete "from-to" list of all employees whose positions will change as a result of the realignment/reorganization (hereinafter "reorganization") at least 10 days prior to the commencement of bargaining.
2. Management shall provide copies of all new position descriptions for all employees whose duties will change as a result of the reorganization at least 10 days prior to the commencement of bargaining.
3. There will be no relocation of any employee as a result of the reorganization.
4. There will be no separation or downgrade of any employee as a result of the reorganization.
5. Any employee who will be assigned new duties as a result of the reorganization will be provided with adequate training to perform any new duties prior to any new duties being assigned.

6. Training provided to employees being assigned new work or a different position description shall not require the employee to modify or cancel their existing telework schedule.
7. The content of any training will be negotiated with the Union.
8. Employee workload will be modified to permit their full participation in any necessary training for new positions or duties.
9. No employee will be required to train other employees.
10. There shall be no adverse impact on affected employees' promotion potential, upward mobility, career ladder or eligibility for promotions as a result of the reorganization.
11. There shall be no adverse impact to the telework agreements of any affected employee.
12. There shall be no adverse impact to any reasonable accommodation of any affected employee.
13. There shall be no adverse impact on any affected employee as a result of the reorganization.
14. Management shall not require any employee to change previously approved alternative work schedules.
15. Any leave previously approved shall not be rescinded as a result of the reorganization.
16. No employee shall be removed from the bargaining unit as a result of the reorganization.
17. The agency will maintain status quo until the completion of bargaining.
18. Management shall separately notify and bargain with locals of any office moves resulting from the reorganization.
19. Each employee reassigned to a new first line supervisor under this reorganization shall receive a rating of record from the former supervisor. The rating of record shall be communicated in writing to the employee within thirty (30) workdays of the effective date of the permanent position change.
20. Each employee reassigned to a new supervisor under this reorganization shall receive a new performance plan from the new supervisor. Employees shall be permitted to participate in the development of the performance plans.
21. Each employee assigned to a new first line supervisor under this reorganization shall receive a rating of record from the new supervisor after working 90 days or at the end the annual performance cycle, whichever is later.

22. Affected employees will receive interim ratings from their new supervisors.

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