



American Federation of Government Employees  
National Council of HUD Locals 222

*Affiliated with AFL-CIO*

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**MEMORANDUM FOR:** Mark Zaltman, Chief, Branch 1, Employee and Labor Relations  
Division, AHEDA

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

**SUBJECT:** Demand to Bargain–New Training Strategy for Multifamily Asset Management

Pursuant to Article 49, Section 49.04 of the HUD/AFGE Collective Bargaining Agreement ("Agreement"), this memorandum serves as the American Federation of Government Employees National Council of HUD Locals 222 ("Union") demand to bargain the impact and implementation of the New Training Strategy for Multifamily Asset Management. Status quo will remain and the Department shall cease and desist from implementation and training related to the New Training Strategy for Multifamily Asset Management until the Department has met all of its contractual obligations and bargaining is completed.

Below are our preliminary proposals:

1. Management shall provide written responses regarding the Union's proposals provided below within five (5) days of receipt of this memo.
2. This Supplement shall not diminish or waive any rights that bargaining unit employees have under the Agreement, law, rule or regulation.
3. Management shall work the Union to set a mutually agreeable meeting time to begin negotiating the New Training Strategy for Multifamily Asset Management.
4. HUD shall provide training and information to all bargaining unit employees regarding New Training Strategy for Multifamily Asset Management.
5. No employee rights under the Agreement shall be waived as a result of the New Training Strategy for Multifamily Asset Management.
6. No employee shall be removed from the bargaining unit as a result of the New Training Strategy for Multifamily Asset Management.

7. The New Training Strategy for Multifamily Asset Management shall not have any adverse impact on any employees' promotions, within-grade increases, upward mobility, or career ladder positions.
8. Bargaining unit employees' eligibility for other training opportunities and training funds available through their permanent program offices shall not be affected as a result the New Training Strategy for Multifamily Asset Management.
9. There shall be no adverse impact to any reasonable accommodation of any affected employee as a result of the New Training Strategy for Multifamily Asset Management.
10. Performance standards and/or appraisals of affected employees will be updated within 30 days of implementing the New Training Strategy for Multifamily Asset Management. All changes to performance standards/appraisals will be accomplished in accordance with the Agreement and relevant supplements. There shall be no adverse impact upon any bargaining unit employee including but not limited to work flow, mission/goals, performance requirements and performance evaluation as a result of the implementation of the New Training Strategy for Multifamily Asset Management.
11. Management shall not take any adverse action against employees in connection with implementing the New Training Strategy for Multifamily Asset Management; either based on reorganization, reassignment or changes in assigned duties. No bargaining unit employee will be involuntarily relocated, separated or downgraded as a result of the Department's implementation of the New Training Strategy for Multifamily Asset Management.
12. There shall be no adverse impact to employees' alternate work schedules or existing employee telework agreements as a result of implementation of the New Training Strategy for Multifamily Asset Management.
13. Annual Leave and/or sick leave previously approved will not be rescinded as a result of implementation of the New Training Strategy for Multifamily Asset Management. .
14. Management shall provide employees with a reasonable training period before implementing the New Training Strategy for Multifamily Asset Management.

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 Agreement. I will serve as Chief Negotiator.