



National Council of HUD Locals

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
AFFILIATED WITH AFL-CIO

Council 222

August 29, 2016

MEMORANDUM FOR: Joseph Sullivan
Director, Employee & Labor Relations Division
Towanda Brooks, Chief Human Capital Officer

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

SUBJECT: Presidential Management Fellows (PMF) Program

Pursuant to Article 49 of the HUD-AFGE Council 222 Agreement, AFGE National Council of HUD Locals No. 222 (Council or Union) demands to bargain with regard to the Presidential Management Fellows (“PMF”), and specifically changes and improvements suggested by a self-appointed Council purporting to represent PMFs, the Presidential Management Fellow Council (“PMFC”).

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 establish a mandatory training program for all managers who supervise bargaining nit PMFs. Training will include, but not be limited to training on requirements of the Collective Bargaining Agreement (“CBA”) pertinent to PMFs, training in the requirements of the ADA, USERRA and negotiated policy on rotations.
2. Management will create a central Share Point site to be accessible to all PMFs and their supervisors, including required forms, process maps, point of contact information and program requirements.
3. All PMFs will be treated in a fair and equitable manner with respect to rotations, training and work-related travel.
4. SharePoint, Twitter, Switchboard and other social media tools only will be used by management to receive communications from PMFs, and management will not use such social media tools to respond to PMFs on matters concerning working conditions.

5. All PMFs will be provided with a mentor through the Department's formal Mentoring/Coaching pilot, and any successor program to that pilot. The Department will negotiate provisions with the Union to ensure that the mentor provided to a PMF is suited to their specific needs and career development.
6. The Department will ensure sufficient funding for each PMF to complete the yearly formal interactive training necessary for successful conversion to a permanent position.
7. PMFs will be provided will necessary travel funds to complete the required training referenced in paragraph (6) above.
8. The Union will be present and provided with proper notice of any meeting with the PMFC, and will be provided with any documents emails or correspondence exchanged with the PMFC.
9. The Union will be provided with the names of all PMFs that the PMFC claims to represent, as well as the names of all PMFs that the PMFC does not represent, so that the Union cab ensure democratic and appropriate representation of all PMF bargaining unit members.
10. No PMF will be terminated, demoted or otherwise adversely affected by a deployment while participating in the PMF program. All other requirements of USERRA will be strictly adhered to by Management.
11. No changes to the PMF program which affect the working conditions of bargaining unit employees will be implemented prior to the completion of bargaining with the Union

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