

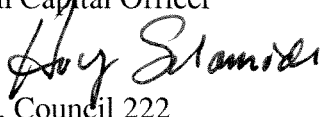
National Council of HUD Locals

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
AFFILIATED WITH AFL-CIO

Council 222

September 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: Tobacco-Free Policy

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 Tobacco-Free Policy.

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 offer smoking cessation programs to all employees upon request, at no cost. Employees may attend such smoking cessation programs on duty time.
2. Employees will not be prohibited from smoking while in their own or other private vehicles on HUD owned or leased properties, so long as the windows of the vehicle remain closed.
3. Employees may smoke on public sidewalks adjacent to HUD owned or leased property, unless prohibited by law.
4. Any discipline imposed as a result of violation of the policy will be grievable.

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