



# National Council of HUD Locals

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES  
AFFILIATED WITH AFL-CIO

## Council 222

August 9, 2016

MEMORANDUM FOR: Joseph Sullivan  
Director, Employee & Labor Relations Division  
Anita Crews, Labor Relations Specialist

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

SUBJECT: Workforce Culture and Engagement

Pursuant to Articles 49 and 34 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 "Workforce Culture and Engagement" strategy drafted, formulated or planned by management.

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 negotiate the organization, operation, impact and implementation of the "Office of Workforce Culture and Engagement" ("WCE"), first identified and described to the Union in the draft "Building a Better HUD: A Vision for WCE," dated August 2, 2016 (the "WCE Draft").
2. The Union will be invited to actively participate in the on-boarding of new HUD employees, as referenced on page 7 of the WCE Draft.
3. The Union will be invited to all "Welcome Coffees" as referenced at page 7 of the WCE Draft, and the Union will be permitted to have a representative at all such events.
4. "Innovation Days" conducted by management (and as referenced at page 7 of the WCE Draft) will be limited to discussion of programmatic concerns and improvements and will not include any discussion of proposals concerning working conditions of AFGE bargaining unit employees.
5. The Union will be invited to have a representative participate in all Innovation Days.

6. The “Host Sponsor,” as described at pages 37-39 of the WCE Draft, will provide a copy of all proposed “solutions” (described at page 39 of the WCE Draft) presented by Innovation Day teams to the Union.
7. “World Café” initiatives conducted by management as described in the WCE Draft will be limited to collaborative discussions of programmatic concerns and improvements and will not include any discussion of proposals concerning the working conditions of AFGE bargaining unit employees.
8. Management will not use Switchboard, Twitter or any other social media vehicle to deal directly with bargaining unit employees on matters concerning their conditions of employment.
9. Management will not respond to suggestions submitted by bargaining unit employees concerning diversity and inclusion at world cafes or “Cultural Listening sessions” (as referenced at pages 8 and 34-35 of the WCE Draft), but will forward all suggestions received to the Union and the Diversity Council for action.
10. All information collected for use in or through the “Diversity and Inclusion Index” (as referenced at pages 11-12 of the WCE Draft), will comply with provisions of the Collective Bargaining Agreement with respect to surveys.
11. All surveys to be conducted for use in the Diversity and Inclusion Index will be distributed 48 hours in advance to the Union. The Union will be permitted to suggest changes or additions to the survey questions. Following completion of the survey, any data and analysis will be provided to the Union, and prior to any distribution to the bargaining unit.
12. All data relied on in planning employee engagement opportunities for AFGE bargaining unit employees, as referenced at page 15 of the WCE Draft, will be provided to the Union.
13. Information from bargaining unit employees regarding working conditions will not be gathered via an “Engagement Dashboard,” as referenced at page 15 of the WCE Draft.
14. All summary information gathered from HR systems and relied on in planning Employee Engagement for AFGE bargaining unit employees, as referenced at page 15 of the WCE Draft, will be provided to the Union.
15. Twitter, Switchboard and other social media tools only will be used by management to receive communications from bargaining unit employees, and management will not use such social media tools to respond to bargaining unit employees on matters concerning working conditions.

16. Management will not respond directly to bargaining unit employees regarding working conditions in “Chats with the Chief” as referenced at page 21 of the WCE Draft. All bargaining unit employee concerns regarding working conditions expressed at “Chats with the Chief” will be referred to the Union.
17. The Union will receive notice of all scheduled “Chats with the Chief,” as required by the Collective Bargaining Agreement.
18. Management will negotiate protocols for “Keys to the House,” peer-to-peer awards and other “additional recognition strategies,” as referenced at pages 23-24 of the WCE Draft.
19. Responses to the Targeted 360 degree surveys (Target 360) referenced at page 25 of the WCE Draft will be anonymous. Responses of subordinates who are bargaining unit employees will be kept confidential. Any identifiers, such as email addresses, names and grade level, will be deleted from Target 360 responses submitted by bargaining unit employees.
20. Only third parties, such as OPM, will have access to the responses of bargaining unit employees submitted via the Target 360.
21. Bargaining unit employees may complete the Target 360 on duty time, and appropriate workload adjustments will be made to permit response on duty time.
22. Management will not use coercive methods to require bargaining unit employees’ participation in the EVS or any employee engagement or workforce culture initiative.
23. The Union will be presented and provided with proper notice under the Collective Bargaining Agreement for any “Employee Engagement Debriefs,” as referenced at page 26 of the WCE Draft.
24. The Union will be actively involved in the formulation and planning of the Annual Employee Engagement Strategy and Action Plan, as referenced at page 46 of the WCE Draft. A Union representative will be allowed to participate in all meetings in which the Employee Engagement Plan is formulated.
25. There will be no “implementing of agreed-upon actions” as described at page 61 of the WCE Draft concerning employee engagement until such actions are negotiated with the Union.
26. No “Council Advisors” to the Engagement Council described at pages 71-73 of the WCE Draft will be bargaining unit employees.
27. All unions participating in the Engagement Council will have representation that is proportional to their membership strength.

28. All AFGE representatives on the Engagement Council will be permitted to speak.
29. All Engagement Council meetings will take place in person.
30. Management will pay the travel expenses for AFGE representatives to participate in Engagement Council meetings and activities.
31. The Council will be given 400 hours of additional Official Time to participate in Employee Engagement and Workforce Culture activities, including the Engagement Council.
32. "Engagement Ambassadors" as referenced at page 81 of the WCE Draft, will be selected in a fair and equitable manner.
33. "Office Engagement Champions" as referenced at page 82 of the WCE Draft may participate on duty time, and workload will be adjusted accordingly.

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