



National Council of HUD Locals

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
AFFILIATED WITH AFL-CIO

Council 222

August 3, 2017

MEMORANDUM FOR: Joseph Sullivan
Director, Employee & Labor Relations Division
Keisha Hurst
Branch Chief, Employee and Labor Relations Division
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Human Resources Specialist, Employee and Labor Relations

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

SUBJECT: Coaching and Mentoring 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 permanent implementation of the Coaching and Mentoring Program (“CMP”).

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. Any Supplement, policy or Handbook regarding the CMP will not diminish or waive any rights that bargaining unit employees have under the AFGE Agreement, law or statute.
2. Employee participation in CMP shall be voluntary.
3. AFGE bargaining unit employees participating in the CMP may use duty time to participate in CMP, including any training in preparation for participating in the CMP.
4. AFGE bargaining unit employees will not be adversely affected by participation in the CMP.
5. All HUD bargaining unit employees Department-wide will be eligible to participate in the CMP.
6. All AFGE bargaining unit employees who apply for and request a mentor under the CMP will received a mentor.

7. Participation in the program will not be used as a basis for cancelling or changing a bargaining unit employee's telework, flexitour, alternative work schedule, maxiflex or reasonable accommodation agreement.
8. Denial of an application for participation in the CMP may be grieved.
9. An employee's participation in CMP will not be used as a basis to deny an employee training, awards or any other benefits or incidents of employment.

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