



National Council of HUD Locals

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
AFFILIATED WITH AFL-CIO

Council 222

March 15, 2018

MEMORANDUM FOR: Towanda Brooks
Chief Human Capital Officer

Joseph Sullivan
Director, Employee & Labor Relations Division

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

SUBJECT: New Email Policy

Pursuant to Articles 49 of the HUD-AFGE Council 222 Agreement, AFGE National Council of HUD Locals No. 222 (Council or Union) demands to bargain the proposed changes to the Department's email policy, only to the extent that matters in the new policy are not covered by the existing Collective Bargaining Agreement ("CBA"), including but not limited to Article 58 of the CBA.

The below proposals are preliminary bargaining proposals and are not to be considered all of the proposals that the Union may submit. A complete list of proposals may be presented prior to or at the time of bargaining in accordance with Section 49.06 of the HUD-AFGE Council 222 Agreement.

Initial Proposals:

1. **Implementation:** Management shall not implement the new policy before the completion of negotiations and an agreement is signed evidencing mutually agreed-upon settlement terms.
2. **Justification for New Policy:** Management shall provide a complete justification for the new policy and will make a presentation to the Union prior to the commencement of formal bargaining.
3. **Personal Use:** The Limited Personal Use Policy, contained in Appendix 6 and/or Chapter 8 of Handbook 2400.1, as referenced in Article 58.08 of the CBA will remain unchanged.

4. **Personal Use:** Management agrees that the new Limited Personal Use Policy now in effect does not violate the new email policy proposed by management.
5. **Union Emails:** Nothing in the new policy will impact or affect matters covered by 58.16 of the CBA concerning the Union's use of email to communicate with union members.
6. **Subscriptions:** Employees' regular receipt of items from news sources such as the Washington Post, Federal Times, CNN and other news sources will be considered an authorized use.
7. **Forwarding of Email:** Forwarding of HUD email to a personal email account will be considered an authorized use, so long as the email does not contain personally identifiable information or other information deemed confidential.
8. **Adverse Impact:** There shall be no adverse impact on any employee as a result of the proposed changes.
9. **Preservation of Rights:** Implementation of an agreement related to the proposed change shall not diminish or waive any rights that bargaining unit employees have under the HUD-AFGE Collective Bargaining Agreement, law, or government-wide rule or regulation.

These are preliminary proposals only, and the Union reserves the right to modify, amend or submit additional proposals, in accordance with Article 49. I have not yet appointed a Chief Negotiator, so please contact me to schedule negotiation dates at (202) 402-5243.