



# National Council of HUD Locals

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES  
AFFILIATED WITH AFL-CIO

## Council 222

June 10, 2020

MEMORANDUM FOR: Rhonda Essington  
Employee and Labor Relations Division

FROM: *Antonio Carraway*  
Antonio Carraway, Chief Steward  
HUD Council of AFGE Locals, Council 222

SUBJECT: Proposed Implementation of the Emergency Paid Sick Leave Act  
for AFGE Employees

Pursuant to the HUD-AFGE Council 222 Agreement, AFGE National Council of HUD Locals No. 222 (Council or Union) demands to bargain the proposed Implementation of the Emergency Paid Sick Leave Act for AFGE bargaining unit employees identified in the attached Union notification received on May 26, 2020.

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 this change before the completion of negotiations and an agreement is signed evidencing mutual agreed-upon settlement terms.
2. **Complete Information:** Management agrees to provide the Union with requested information necessary to thoroughly understand the scope, benefits, and impact of the Emergency Paid Sick Leave Act.
3. **Leave Restoration:** Management agrees to restore previously used personal leave such as sick leave, leave without pay, or annual leave, for employees determined eligible for Emergency Paid Sick Leave Act within one pay period of their request.
4. **Time and Attendance:** Management agrees to ensure that employees who have applied for and received approval for use of Emergency Paid Sick Leave Act are not penalized in any manner and that employees will not be held responsible for any debt as a result of using leave under the act.

5. **Notice to Employees:** Management agrees to provide a monthly email notice to employees of their entitlement to Emergency Paid Sick Leave Act during the eligibility period of April 1, 2020 and December 31, 2020. Management further agrees to post a notice on HUD at Work and provide bargaining unit employees direct access to documents and instructions necessary for application during the eligibility period of April 1, 2020 through December 31, 2020.
6. **Reasonable Accommodations:** Management agrees that employees with reasonable accommodations shall not be adversely impacted or penalized as a result of the implementation of the Emergency Paid Sick Leave Act.
7. **Preservation of Rights:** Implementation of an agreement related to the Emergency Paid Sick Leave Act 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, upon receipt of additional concerns that impact bargaining unit employees. Antonio Carraway will serve as Chief Negotiator.