



# National Council of HUD Locals

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES  
AFFILIATED WITH AFL-CIO

## Council 222

May 6, 2021

MEMORANDUM FOR: Sonya Gaither, Director, Employee and Labor Relations Division

FROM: James P. Flynn, Chief Negotiator, AFGE National Council of HUD Locals 222

SUBJECT: Demand to Bargain/Cease and Desist the Implementation of FHA Catalyst.

Pursuant to Article 49, Section 49.04(1)(2) of the HUD/AFGE Collective Bargaining Agreement (the Agreement) this memorandum serves as the AFGE National Council of HUD Locals 222 (the Union) Demand to Bargain the impact and implementation of the above subject matter.

The Agency provided email notification to the Union on April 29, 2021. The Union requests that status quo shall remain and no planned action shall take place until statutory and contractual bargaining is completed.

The Union is offering the following preliminary proposals for consideration and negotiation:

1. Negotiations shall begin on a mutually agreeable date and time.
2. This Supplement shall not diminish or waive any rights that the affected employees have under the AFGE Agreement, law, rule or regulation.
3. No employee or position will be removed from the bargaining unit as a result of the above subject matter.
4. Annual leave and/or sick leave previously approved will not be rescinded as result of the above subject matter.
5. There shall be no adverse impact to employees' alternative work schedules as a result of the above subject matter.
6. There shall be no adverse impact to existing employees telework agreements as result of the above subject matter.
7. There shall be no adverse impact to existing reasonable accommodations as a result of the above subject matter. If the Agency believes that a reasonable accommodation must be altered, it will inform the employees and provide Article 49 notice to the Union in a confidential manner.

8. In accordance with the terms of Article 49 of the Agreement, midterm bargaining will be conducted at the Local level concerning local issues related to the impact and implementation of the above subject matter.

9. The implementation of the above subject matter shall be deemed as a factor beyond an employee's control and will not negatively impact an employee's performance evaluation. In the application of performance elements and standards to affected bargaining unit employees, the Agency shall take into account factors beyond employees' control.

These are preliminary proposals for the purpose of negotiating the changes under the subject line above and additional proposals may be added prior to the start of any necessary negotiations.

I will be serving as Chief Negotiator for the Union.

Thank you.