

**UNITED STATES OF AMERICA  
BEFORE THE FEDERAL LABOR RELATIONS AUTHORITY  
WASHINGTON REGIONAL OFFICE**

U.S. Department of Housing and Urban Development  
Respondent

-and-

Case No. WA-CA-22-0450

American Federation of Government Employees  
Council 222, AFL-CIO  
Charging Party

**COMPLAINT AND NOTICE OF HEARING**

This Complaint and Notice of Hearing is based on a charge filed by the American Federation of Government Employees, Council 222, AFL-CIO (Union). It is issued pursuant to Section 7118 of the Federal Service Labor-Management Relations Statute (Statute) and Section 2423.20(a) of the Rules and Regulations of the Federal Labor Relations Authority (the Authority) and alleges that the U.S. Department of Housing and Urban Development (Respondent) has violated the Statute as described below:

1. The Union filed the charge in this proceeding on June 7, 2022, and a copy was served on Respondent.
2. Respondent is an agency within the meaning of Section 7103(a)(3) of the Statute.
3. The American Federation of Government Employees, AFL-CIO (AFGE) is a labor organization within the meaning of Section 7103(a)(4) of the Statute and is the certified exclusive representative of a nationwide consolidated unit of employees, which includes employees of Respondent (the unit).
4. The Union is an agent of AFGE for the purpose of representing the unit employees employed at Respondent.
5. At all material times, the following individuals held the positions opposite their names and have been supervisors or management officials of Respondent within the meaning of Section 7103(a)(10) and (11) of the Statute and agents of Respondent acting upon its behalf:  

Sheila Sayles                      Employee and Labor Relations Specialist
6. At various times from about August 3, 2021, through April 22, 2022, Respondent and the Union met for the purpose of negotiating a collective bargaining agreement regarding the implementation of a new customer service platform.
7. During the period described in paragraph 6, Respondent, through Sayles, engaged in the following conduct: bargaining without intent to reach an agreement.

8. By the conduct described in paragraph 7, Respondent has been refusing to negotiate in good faith with the Union and violating Section 7116(a)(1) and (5) of the Statute.

### **ANSWER REQUIREMENT**

Respondent is notified that, pursuant to Section 2423.20(b) of the Authority's Regulations, it must file an answer to the complaint. Respondent must file an original and four (4) copies of the answer with the Office of Administrative Law Judges, FLRA, 1400 K St., NW, Washington, DC 20424-0001 by **August 22, 2023**. See Sections 2429.24(d) and 2429.25(a) of the Authority's Regulations. Respondent must also serve a copy of the answer on the Region and Charging Party. See Section 2429.27 of the Authority's Regulations.

An answer may also be filed electronically through the Authority's web site. See Section 2429.24(f) of the Authority's Regulations. To file an answer electronically, go to **www.flra.gov**, select **eFile** under the **Filing a Case** tab and follow the instructions.

The answer must admit, deny, or explain each allegation of the complaint. A failure to file an answer or respond to any allegation will, absent a showing of good cause, constitute an admission.

### **NOTICE OF HEARING**

PLEASE TAKE NOTICE that on **December 19, 2023**, at a 9:00 AM EST at Washington, DC, a hearing on this complaint will be conducted before an Administrative Law Judge of the Authority. At the hearing, Respondent and any other party to this proceeding have the right to appear and present testimony regarding the allegations in this complaint. The hearing procedures are described in Sections 2423.30 to 2423.34 of the Authority's Regulations. The prehearing procedures are described in Sections 2423.20 to 2423.28 of the Authority's Regulations.



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Jessica S. Bartlett  
Regional Director  
Federal Labor Relations Authority  
Washington Region  
1400 K Street, NW, Second Floor  
Washington, DC 20424-0001

Date: July 28, 2023

**CERTIFICATE OF SERVICE**  
**Case No. WA-CA-22-0450**

I hereby certify that on July 28, 2023, I served the foregoing COMPLAINT AND NOTICE OF HEARING upon the interested parties in this case in the manner indicated below:

The Honorable David Welch  
Chief Administrative Law Judge  
Office of Administrative Law Judges  
Federal Labor Relations Authority  
1400 K Street, NW, 3rd Floor  
Washington, DC 20424-0001  
Telephone: (202) 218-7923  
Fax: (202) 482-6629

Fax

Sheila Sayles  
ELR Specialist  
U.S. Department of Housing  
and Urban Development  
Office of the Chief Human Capital Officer  
451 7<sup>th</sup> St, SW, Room 2150  
Washington, DC 20410  
Telephone: 202-404-4474  
Fax: N/A  
Email: Sheila.Sayles@hud.gov

U.S. Mail

James Flynn  
Regional Vice President  
AFGE Council 222  
1670 Broadway, 23<sup>rd</sup> Floor  
Denver, CO 80202  
Telephone: 610-996-2232  
Fax: N/A  
Email: james.p.flynn@hud.gov

U.S. Mail

Charlotte A. Dye, Acting General Counsel  
Office of the General Counsel  
Federal Labor Relations Authority  
1400 K Street, NW, Suite 200  
Washington, DC 20424-0001

Hand Delivery

*/Elizabeth Wiseman/*

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Elizabeth Wiseman