

**National Supplement  
between  
U.S. Department of Housing and Urban  
and  
American Federation of Government Employees  
HUD Council of Local 222**

1. **Affinity Groups:** For purposes of this supplement, Affinity Groups include but are not limited to groups whose purpose is to promote equal employment opportunity for individuals or particular races, nationalities, or sexual orientation. Affinity Groups shall comply with laws, rules, and regulations including 5 C.F.R. §251.101 through 103. Examples of Affinity Groups are Blacks in Government (BIG), and Gay, Lesbian, Bisexual, and Transgender Employees (GLOBE). Employee Organizations at HUD also include HUD Common Interest Groups (HCIG) which serve as a vehicle for employees to collaborate with their common interests. Examples of these groups are HUD Cyclists and Under 5 Group. (#1)
2. **No adverse action:** No adverse action shall be taken against a bargaining unit employee based solely on participation or non-participation in any Affinity Group or HCIG. (#2)
3. **Notice of Meetings:** Management will provide the Union with 48 hours advance notice of all Formal meetings between one or more representatives of management and any Affinity Group, HCIG, or representative thereof. Council 222 may send one or more representatives, in addition to any who may be members of the Affinity Group or HCIG, to attend and participate in the meeting. Meetings are defined by Article 4, Section 4.03 of the CBA. (#3)
4. **Local Affinity Groups Meetings:** Representatives from any AFGE local may also attend and participate in Formal meetings that are held in their respective geographic areas or that have the potential to affect HUD employees in one or more geographic areas but not necessarily nationally. Meetings are defined by Article 4, Section 4.03 of the CBA. (#4)
5. **Participation in Meetings:** Union representatives will be permitted to speak and participate fully in any Formal meetings with Affinity Groups or HCIGs. Union attendance at or participation in such Formal meetings shall not be construed as assent to or endorsement of any changes, programs, or ideas implemented. (#5)
6. **Participation and PDI:** Union participation in a meeting between management and an affinity group will not be construed as pre-decisional involvement (PDI) as required by the CBA. (#6)
7. **Agenda and Handouts:** The Union will be notified of any Formal meeting of an Affinity Group or HCIG 48 hours in advance, and provided with any documents submitted by the Affinity Group or HCIG for use or discussion in the meeting, as well as an agenda. At the meeting, the Union will be given an opportunity to respond to any suggestions made by an Affinity Group or HCIG representative. Following any meeting with an Affinity Group or HCIG, Management may engage in pre-decisional discussions with the Union on any suggestion made at the meeting that affects the working conditions of AFGE bargaining unit employees. Following pre-decisional discussions, the Department will fulfill its bargaining obligations pursuant to Article 49 of the CBA. (#7)

8. **Membership in Affinity Groups:** Employees may elect to become a part of one or more Affinity Groups or HCIGs. Such participation shall be voluntary. Employees will not be included in an Affinity Group or HCIG without the employee's knowledge and express consent. Membership of Affinity Groups or HCIGs shall be open to all HUD employees. Affinity groups or HCIGs shall not discriminate in terms of treatment because of race, color, religion, sex, national origin, age, sexual orientation, disability, marital status, familial status, socio-economic status, labor affiliation, tenure, GINA or Veteran status. (#10)
9. **Use of HUD Emails:** Affinity Groups or HCIGs utilizing the HUD email system to send information must do so utilizing HUD's communications policies, rules, and regulations, including but not limited to, Listserv rules and regulations, (e.g., adding and deleting membership). (#11)
10. **No Policy:** Management agrees not to issue a formal policy on Employee Organizations or Affinity Groups. (#15)
11. **Copies of Communications:** Management shall provide copies of communications received from Affinity Groups or HCIGs to the Union, upon request. (#16)
12. **Documents Before Meeting:** All documents to be presented by Affinity Groups or HCIGs to Management at a Formal meeting will be submitted to the Union by Management at least two days in advance unless extenuating circumstances exist in accordance with 4.04 of the CBA. (#17)
13. **No Consultation on Conditions of Employment:** An agency's consultation and communication with organizations representing Federal employees and with other organization under this part may not take on the character of negotiations or consultations regarding conditions of employment of bargaining unit employees, which is reserved exclusively to labor organizations as provided for in Chapter 71 of title 5 of the U.S. Code or comparable provisions of other laws. The regulations in this part do not authorize any actions inconsistent with Chapter 71 of the U.S. Code or comparable provisions of other laws. (5 CFR 251.101(d)) (#18)
14. **Informal Morale Events:** Meetings of small groups of employees for the limited purpose of planning small office-specific morale events such as holiday parties and birthday parties shall be exempt from this policy; however, participation in these groups by bargaining unit employees shall be voluntary. (#23)
15. **Forming Employee Organizations:** The Department shall not encourage or discourage employees from forming Affinity Groups or HCIGs. (#35)
16. **MOU and Supplement:** A copy of the MOU and supplement will be posted on the HUD@Work website. (#39)

17. **Union Interaction with Affinity Groups:** The Union may inquire about the activities of Affinity Groups and HCIIGs by contacting Bargaining Unit Employees. (#51)

For Management,

For the Union,

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Holly Slavicek  
4/5/16