

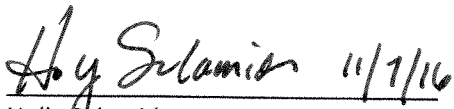
Memorandum of Understanding between
The United States Department of Housing and Urban Development
And
The HUD Council of AFGE Locals, Council 222

SUBJECT: ODEEO E-File

SCOPE: The scope of this agreement encompasses Office of Department Equal Employment Opportunity (ODEEO) deployment of a Go-Green initiative to increase transparency, efficiency, and regulatory compliance of the EEO process for HUD AFGE Bargaining Unit Employees.

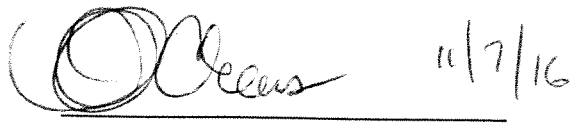
1. Employee use of E-file shall be voluntary. This system is optional and is intended to make the process more efficient and easier for potential complainants. Complainants may continue to file in person if that is the option that they wish to use. No adverse action will be taken against any employee who chooses not to use E-file for EEO complaints.
2. Any data collected is used for complaint processing purposes. Complaints data is reported to the U.S. EEOC each year but is redacted so as to protect the identity of the complainant. Complaints data is reported to EEOC regardless of how the complaint is filed (In person or via E-file).
3. The implementation of E-file will not alter the security of the current system. It is the same system that ODEEO employs for tracking all complaints data. It is a secure system and has been vetted by OCIO.
4. ODEEO reserves the right to exclusively use EEO E-file in the future as a means of processing complaints if conditions warrant (e.g., it is determined the EEO E-file is the most efficient way of processing complaints for all parties, EEOC regulations are updated, etc.). If any such change is proposed requiring electronic filing (thereby negating paragraph 1, above), the Agency will provide appropriate notice to AFGE Locals, Council 222 and will engage in bargaining over any such change.

For the union:

 11/7/16

Holly Salamido
President, AFGE Council 222

For management:

 11/7/16

Anita O Crews
Employee and Labor Relation Specialist