

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

SUBJECT: HUD TOBACCO & SMOKE FREE ENVIRONMENT

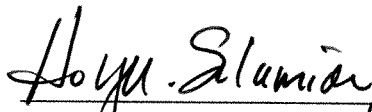
SCOPE: The scope of this agreement encompasses limited changes to Article 39 of the parties' Collective Bargaining Agreement (CBA).

1. Section 39.02 is amended to read as follows:

Definition. Smoking is defined as lighted cigar, cigarette, pipe or any other tobacco products including e-cigarettes, electronic and vapors and smokeless tobacco.

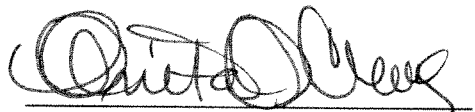
2. With the exception of the changes described in this MOU, all provisions of Article 39 of the CBA and the agency's smoking policy remain in full force and effect.

For the union:


Holly Salamido
President, AFGE Council 222

1/23/17

For management:


Anita O Crews
Employee and Labor Relation Specialist