

**Memorandum of Understanding between
The HUD Council of AFGE Locals, Council 222 (“the Union”)
and
The United States Department of Housing and Urban Development (“Management”)**

SUBJECT: Labor-Management Relations Joint Task Force

SCOPE: This Memorandum of Understanding (“MOU”) establishes the conditions for the ongoing joint Labor-Management Relations Task Force (“Task Force”) meeting.

1. Participation in the Task Force does not prevent the Union or Management (together, “the Parties”) from asserting their bargaining rights under the HUD-AFGE Agreement and does not absolve the Parties of their obligations thereunder.
2. The Task Force shall meet on the fourth Wednesday of each month via Microsoft Teams virtual meeting from 2:00-3:30 PM Eastern Time, unless the Parties mutually agree otherwise. After the first two year-period following the date of the April 2023 Labor Management Forum, the parties will assess the joint committee meeting on an annual basis and make a joint determination as to if the committee will continue. The Parties are encouraged to schedule additional meetings as needed by mutual consent and subject to the conditions of this MOU.
3. Participation in the Task Force expressly does not absolve Management of any of its notice obligations under the HUD-AFGE Agreement, even in circumstances where topics which give rise to such notice obligations are discussed during Committee meetings.
4. The Parties commit to sending at least two but no more than five representatives to each Task Force meeting.
5. The time spent at Task Force meetings with Management shall not count against Union Official Time and shall instead be logged as Ongoing Labor-Management Relations time for time and attendance purposes.
6. While the Task Force may engage in discussions that lead to the drafting of Memoranda of Understanding, no such memoranda shall be finalized without the approval of the President of the Union or his/her/their expressly authorized representative and the Chief Human Capital Officer or her/his/their expressly authorized representative. The Task Force may not agree to any Supplements to the HUD-AFGE Agreement.
7. The parties will discuss topics from the annual 2023 LMR that were noted for parking lot follow up. The Parties may bring any topic to the table except topics subject to active bargaining, grievance, arbitration, or other ongoing litigation or legal process. The Parties may discuss general and systemic issues related to the root causes of ongoing grievances, arbitrations or other ongoing litigation or legal process, but not the specific facts thereof.

8. The Parties are encouraged to produce joint summary memoranda highlighting significant progress and any positive resolutions achieved by the Task Force. Such reports shall be mutually approved and signed by the President of the Union or his/her/their expressly authorized representative and the Chief Human Capital Officer or her/his/their expressly authorized representative prior to dissemination.

Date: July 31, 2023

For the Union:



Salvatore Viola
President
HUD Council 222



Kimberly Horton
Secretary
HUD Council 222



Crystal Bland
Treasurer
HUD Council 222



Brenda Payette
Alt. Regional Vice President, Region 10
HUD Council 222



Sajid Shahriar
Chair, Labor/Management Task Force Union Team
Regional Vice President, Region 1
HUD Council 222

For Management:



Lori Michalski
Chief Human Capital Officer
U.S. Dept. of Housing and Urban Development



Tony Nguyen
Chief Performance Officer
U.S. Dept. of Housing and Urban Development



Sonya Gaither
Director, Employee and Labor Relations
U.S. Dept. of Housing and Urban Development



D'andra Hankinson
Deputy Director, Employee and Labor Relations
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Ginger Burnett
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Daniel Raymond

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Branch Chief, Employee and Labor Relations
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