



American Federation of Government Employees
National Council of HUD Locals 222

Affiliated with AFL-CIO

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TO: Joseph Sullivan, Director, Employee and Labor Relations

FROM: Holly Salamido, President, Council 222 of HUD Locals

A handwritten signature in cursive script that reads 'Holly Salamido'.

RE: Grievance of the Parties: Violation of Supplement 6 (Affinity Groups)

DATE: September 13, 2016

In accordance with Article 51.15 of the Collective Bargaining Agreement (CBA) between HUD and Council 222, I am filing this Grievance of the Parties with you concerning the Agency's contractual and statutory violations regarding failure to comply with provisions in a negotiated supplement, requiring that management provide the Union with copies of communications with HUD Common Interest Groups (HCIGs) upon request.

1. On August 24, 2016, Council President Salamido ("Salamido") received an email from ELR Headquarters Branch Chief, Keisha Hurst. Hurst advised that management had scheduled a meeting with a HUD Common Interest Groups, the "Presidential Management Fellows Council" ("PMFC"). Attached to the email was a memorandum from the PMFC to management contained numerous negotiable proposals for changes in working conditions requested by bargaining unit members of the PMFC. The memorandum also referred to an ongoing relationship between management and the PMFC, and stated that the two year "partnership had resulted in significant accomplishments."
2. In response to receiving the proposals to be discussed at the scheduled meeting, the Union, as exclusive representative of the PMFC bargaining unit employees, filed a formal Demand to Bargain, by email dated August 29, 2016. In that email, Salamido also requested copies of all communication between management and the PMFC.
3. Per Supplement 6 of the parties' collective bargaining agreement concerning Affinity Groups, management is required to provide copies of all communications with HCIGs, upon request. Branch Chief Hurst responded by email dated August 30, 2016, stating that she had looked through the supplement, and did not see any requirement that copies of communications with HCIGs be provided to the Union.

4. Hurst's response was a deliberate violation of the CBA, and an attempt to undermine the Union as exclusive representative of the bargaining unit. Not only did Hurst refuse to provide the communications, as required by the CBA, but Hurst cancelled the meeting with the PMFC, at which the Union could have inquired about the ongoing communications between management and the PMFC, which bypassed the Union.

Relief Requested:

The Union is requesting that it immediately be provided with copies of all communications between all representatives of management and the PMFC, or representatives thereof. The Union is also requesting a formal briefing, with respect to verbal communications between management and the PMFC.

1. The union is not requesting an informal meeting for resolution.
2. Section 51.15 of the Agreement, please provide your response within 30 days of receipt of this grievance of the parties.