

AFGE Council 222

From: AFGE Council 222
Subject: FLRA Issues Complaint Against Agency After Mgmt Refuses to Negotiate
Attachments: 15affinitycaa.pdf



National Council of HUD Locals – Council 222

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES AFFILIATED WITH AFL-CIO

WASHINGTON, DC 20410-0050

<http://www.afgecouncil222.com>

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Management Is Refusing to Negotiate With the Union

As many of you are aware, management has repeatedly refused to negotiate with AFGE, as required by both Federal statute and the newly executed collective bargaining agreement. Notably, Management has refused to schedule negotiations on a Personnel Clearinghouse for AFGE employees, and has delayed AFGE's negotiation and implementation of Phased Retirement for months. The Federal Labor Relations Authority has now issued a complaint against the agency (attached) charging that HUD has violated the Federal Service Labor-Management Relations Statute by refusing to bargain with the Union on procedures for meeting with Affinity Groups. The Deputy Secretary is prominently mentioned in the Complaint issued by this Federal agency. We requested that the Federal Labor Relations Authority look into this matter because management is refusing to bargain with a Union that represents the entire AFGE bargaining unit. Management would rather meet with small groups and give a few people opportunities and a voice, rather than give everyone opportunities.

This is the third time in the last year that charges have been issued against HUD. Several more requests for charges are pending before the FLRA, including charges related to management's refusal to bargain on the OPM cybersecurity breach and potential furloughs.

Good employee relations begin with statutory compliance. Management does not appear to be interested. We are currently at the table trying to mediate with management regarding the issuance of a clear and understandable policy handbook that will advise you of your rights and the procedures for obtaining a maxiflex schedule. Management has refused to amend its policy handbook to include the recently negotiated provisions on maxiflex and alternative work schedules in the new AFGE contract. Once again, management is blocking an agreement – specifically, a resolution that was recommended by a mediator.

We will continue to fight for your rights. We cannot reach an agreement, however, unless management is willing to work with the Union.

Holly Salamido
President, Council 222 of HUD Locals

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This e:alert is for HUD AFGE bargaining unit employees