

From: AFGE Council 222



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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**Deputy Secretary's Announcement on
Phased Retirement and Pilot Personnel Clearinghouse Program**

You have all received an email from the Deputy Secretary, announcing that Phased Retirement (as well as a pilot Personnel Clearinghouse Program) are now available for non-bargaining unit employees and members of NFFE. Please be aware that AFGE Council 222, representing five times the number of employees at HUD as NFFE, filed a Demand to Bargain on a new Phased Retirement program on April 27, 2015. We began negotiations on July 7, 2015, and negotiated for three days. The primary obstacle to an agreement was management's insistence that phased retirement be limited to those with formal mentoring agreements, with the participants selected and approved by management. As many of you can appreciate, this sets up a system that can be administered unfairly and inequitably, with management rewarding its favorites and excluding others. Our Council 222 bargaining team argued that management's proposed program improperly limited Phased Retirement; the Federal Register notice and regulations issued by OPM provide for a much broader approach to Phased Retirement, with less formal arrangements for "knowledge transfer" from older and more seasoned employees.

Because management would not agree to this broader application permitted and intended by OPM, a mediator was called in to facilitate the negotiation. OCHCO still refused to acknowledge OPM's clear intent in proposing Phased

Retirement, and we are scheduled to resume mediation next week. It is curious that the Deputy Secretary would choose to send this message now, perhaps to pressure the Council to agree to less and compromise the interest of AFGE bargaining unit members.

Similarly, the Council filed a Demand to Bargain on the Personnel Clearinghouse on August 17, 2015. We have repeatedly attempted to schedule bargaining, but management has repeatedly refused to provide negotiations dates, despite promising to do so.

We will continue to fight for fairness for all of our AFGE bargaining unit members.

Holly Salamido
President, Council 222 of HUD Locals

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This e:alert is for HUD AFGE bargaining unit employees