



National Council of HUD Locals
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
AFFILIATED WITH AFL-CIO
Council 222

April 27, 2015

MEMORANDUM FOR: Jackie Mercer-Hollie, Deputy Director,
Employee and Labor Relations

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

SUBJECT: Phased Retirement Pilot Program

Pursuant to Article 5, Section 5.02 of the HUD /AFGE Collective Bargaining Agreement (the Agreement) this memorandum serves as HUD Council 222 of AFGE Locals (the Council) demand to bargain the impact and implementation of the Phased Retirement Pilot Program (the Pilot).

The Council is offering the following preliminary proposals for consideration and negotiation:

- 1) This Supplement shall not diminish or waive any rights that bargaining unit employees have under the AFGE Agreement, law, rule or regulation.
- 2) Employee participation in the Pilot will be voluntary.
- 3) Participation in the Pilot will be open to all employees Department-wide.
- 3) All employees participating in the Pilot will remain eligible for telework, flexitour, alternative work schedules, maxiflex and any other negotiated provisions regarding hours of duty, leave and attendance in the Agreement.
- 4) Phased retirement will be used not only to facilitate the mentoring and training of employees who may be taking over the duties of the retiring employee, but "may also be used to provide employees with the opportunity to share experiences across sections or divisions of an agency." See *Federal Register*, Vol. 79, No. 153 (Friday, August 8, 2014). Accordingly, an employee shall not be required to commit to traditional, peer-to-peer, situational or group mentoring to participate, so long as some framework for sharing experiences is established.
- 5) Denial of an application for phased retirement under the Pilot may be grieved.

- 6) An employee's participation in the Pilot will not be used as a basis to deny an employee training, awards or any other benefits or incidents of employment.
- 7) The Phased Retirement Policies and Procedures Handbook attached to management's Article 5 notice will be amended to conform to all negotiated changes in this supplement, in order "to have a complete information and procedure guide for this policy."

These are preliminary proposals for the purpose of negotiating the changes under the subject line above and additional proposals may be added prior to the start of negotiations.