



American Federation of Government Employees

Local 476

Affiliated with AFL-CIO

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March 11, 2011

MEMORANDUM FOR: Norman Mesewicz, Deputy Director, Labor and Employee Relations Division, AHEDA

FROM: Dallas Blair, Steward, AFGE Local 476

SUBJECT: Amended Demand to Bargain – Move of Employees in the Real Estate Assessment Center

This will serve as AFGE Local 476's amended demand to bargain over the proposed relocation of employees in the Office of Public and Indian Housing, Real Estate Assessment Center (REAC). The proposed relocation was described in a memorandum from George Dickey, dated January 18, 2011, and received by AFGE Local 476 (the Union) on January 20, 2011. This demand to bargain covers all phases of the move. Below are our amended proposals:

- 1. Cease and Desist:** It has come to our attention that management has begun sending messages to employees indicating that they will be returning to their former seating locations starting March 16, 2011. The Union demands that the Agency immediately cease and desist from any employee seating moves until such time as bargaining on impact and implementation is complete.
- 2. Employee Seating:** The list/roster supplied to Local 476 has large a number of NC's and NA's for the identified seats. Since the proposed seating changes in REAC are extensive and affect a large number of employees we are seeking a full and comprehensive list of existing employee seating and proposed seating arrangements. The revised list shall eliminate NC's and NA's with the exception of outstationed REAC employees. Please note that there have been three (3) email communications requesting this information since February 18, 2011 for which Local 476 has not received adequate responses from management.
- 3. Contractor Seating:** The list/roster supplied to Local 476 does not identify Contractor seats within Potomac Office Center. Please identify all seating that has been assigned to contractors. Since employees are to receive first preference in seating, a determination of contractor assigned seating is needed to ensure employees receive preferential treatment for any and all seating within Potomac Office Center. Please note that there have been two (2) email communications requesting this information since February 24, 2011 for which Local 476 has not received adequate responses from management.

Proposal to Suspend: Request for Official Time and Extension

4. **Estimated Costs:** In order to effect the proposed seating changes, has management been able to determine a) the cost per person and b) the estimated total cost of the moves? Please provide the estimated costs of the proposed seating changes. Note that there have been three (3) email communications requesting this information since February 18, 2011 for which Local 476 has not received adequate responses from management.

This is an amendment to the memorandums dated January 24, 2011 and March 9, 2011, and the Union reserves the right to bargain or amend or add proposals, in accordance with Article 5. Dallas Blair shall serve as Chief Negotiator.