



American Federation of Government Employees
National Council of HUD Locals 222

Affiliated with AFL-CIO

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

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

SUBJECT: Demand to Bargain: Ebola Virus 

DATE: October 16, 2014

This will serve as Council of HUD Locals 222's Demand to Bargain over health and safety measures specifically related to the Ebola virus (Ebola).

1. Pandemic Flu Supplement: All previously negotiated provisions in Supplement 99 relating to Pandemic Flu shall apply to Ebola as well, unless a different specific provision is negotiated. When a specific provision has been negotiated in this Supplement (e.g. with respect to telework) that provision will control and supersede any provision in Supplement 99.
2. CDC Monitoring: Any employee who is being monitored by the Center for Disease Control ("CDC") for potential exposure to Ebola will immediately be put in a full-time telework status, and will not be required to report to work until they are cleared by the CDC. Any employee who self-reports that they may have been exposed to the Ebola virus will be permitted to telework on a full time basis until cleared by their doctor, the CDC or other authorized health care professional.
3. Notice of Affected Employees: Management will inform employees, the Council and the appropriate local president of any diagnosed case of Ebola in a HUD employee, within 24 hours of management becoming aware of such case. Names of diagnosed employees will not be disclosed.
4. OPM Communications and Guidance: Management will provide copies to the Council of any and all guidance, communications, or other written material received from OPM or any other federal executive office with respect to Ebola.
5. Telework: Upon diagnosis of a case of Ebola in a HUD office, the existing Telework Policy/Supplement will be suspended in that office, to permit all employees to telework five days per week. Management shall have the burden of affirmatively showing that an employee's work cannot be performed remotely, and office coverage shall not be considered in this showing. All adverse telework decisions in an office with an affected

employee shall be immediately grievable, and such grievances shall be resolved on an abbreviated timeline of five days.

6. Union Pre-Decisional Involvement in Decision-making on Precautionary Measures: The union will be involved in pre-decisional discussions with management concerning precautionary measures and response measures to be taken with regard to Ebola.

These are preliminary proposals only, and the union reserves the right to bargain, amend or add proposals, in accordance with Article 5 of the Agreement between the U.S. Department of Housing and Urban Development and the American Federation of Government Employees AFL-CIO.