



American Federation of Government Employees  
Local 476

*Affiliated with AFL-CIO*

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September 21, 2015

MEMORANDUM FOR: John Anderson, Employee and Labor Relations Division

FROM: Jerry Gross, AFGE Local 476

SUBJECT: Demand to Bargain – Reorganization of the Office of Field Policy and Management

This will serve as AFGE Local 476's demand to bargain over impact and implementation of reorganizing the Office of Field Policy and Management (FPM) by assigning to it positions from the Offices of Community Planning and Development (CPD), Housing, and Policy Development and Research (PDR) and transferring personnel from those offices.

The memorandum from Paul Scott, Deputy Director, Office of Field Policy and Management, dated September 18, 2015, proposed reassigning five employees from their previous offices to FPM and to a new supervisor, effective September 20, 2015. Management failed to give proper notice, and has not identified a valid business reason for why the reassignments could not be delayed until the Union had time to respond to the notice and to conclude bargaining.

Attached are the Union's preliminary proposals in the form of a Supplemental Agreement. These are preliminary proposals only, and the Union reserves the right to bargain or amend or add proposals, in accordance with Article 49 of the collective bargaining agreement.

I will serve as the contact for this matter.

## **LOCAL SUPPLEMENT 69**

**between**

**U.S. Department of Housing and Urban Development**

**and**

**American Federation of Government Employees Local 476**

Subject: Reorganization of the Office of Field Policy and Management (FPM).

Scope: The scope of this supplement encompasses the impact and implementation of reorganizing the Office of Field Policy and Management (FPM) by assigning to it positions from the Offices of Community Planning and Development (CPD), Housing, and Policy Development and Research (PDR) and transferring personnel from those offices.

1. Affected employees are: Elizabeth Pearl (CPD), Bryan Herdliska (CPD), Veronika Orlova (Housing), Margeaux Akazawa (PDR), and Brooke Bohnet (Housing). No employee will be adversely affected as a result of reassignment to FPM.
2. No position will be removed from the bargaining unit as a result of this reorganization and the reassignments.
3. This Supplement shall not diminish or waive any rights that the Union and bargaining unit employees have under the Collective Bargaining Agreement (CBA), law, or government-wide rule or regulation.
4. Management will provide Local 476 with before and after organization charts for each affected organization.
5. The Department agrees that career ladders and promotion potential will not be adversely affected by the reassignment of bargaining unit employees. The reassignments will not change existing opportunities for affected employees' promotions, upward mobility or career ladder opportunities. No bargaining unit employees will be downgraded, involuntarily relocated, or separated, as a result of this reorganization. No within-grade or other promotion will be delayed due to the reassignments.
6. The Department has stated that the affected employees will continue to have the same position descriptions. The Department will notify Local 476 if any changes to a position description are made subsequently as a result of the reassignment and reorganization, and will provide both the Local and the affected employee(s) with copies of the new position description(s).
7. The Department will provide updated critical elements and performance standards to the affected employees within thirty days of reassignment.

