



American Federation of Government Employees  
Local 476

*Affiliated with AFL-CIO*

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MEMORANDUM FOR: James Reynolds, Deputy Director, Employee & Labor Relations and Performance Management Division, AHED

FROM: Eddie Eitches, President AFGE Local 476

SUBJECT: Demand to Bargain – Official Time for Fitness Activities

This will serve as AFGE Local 476's demand to bargain over the issue of bargaining unit employees using up to three hours per week to participate in fitness activities. Heads of federal agencies are permitted to establish health service programs to promote and maintain the physical and mental fitness of employees under federal law, including 5 U.S.C. § 7901, and 41 C.F.R. § 102-79.35. This demand to bargain includes our preliminary proposal below:

Official Time. Bargaining unit employees may use up to one hour of official time per day, up to three times per week, to participate in fitness activities. Management will grant all such requests, and employees will not be charged with any type of leave for such activity.

This is a preliminary proposal only. The union reserves the right to add new proposals, in accordance with Article 5. Eddie Eitches shall serve as Chief Negotiator. Jerry Gross, Steward, AFGE Local 476 is the contact.

Pursuant to Article 5.02 (3) of the Agreement between HUD and AFGE, the Council of HUD Locals 222 and AFGE Local 476 demand that bargaining be scheduled within 10 days of the date of this Demand to Bargain.