



# NOTICE TO ALL EMPLOYEES



POSTED PURSUANT TO A SETTLEMENT AGREEMENT  
APPROVED BY A REGIONAL DIRECTOR OF THE  
FEDERAL LABOR RELATIONS AUTHORITY

In 2006, Arbitrator Roger P. Kaplan issued an award sustaining a grievance filed by the AFGE Council of HUD Locals 222, and ordering that employees who were not paid awards timely for the performance years 2003, 2004 and 2005 be paid interest pursuant to and consistent with the provisions of the Back Pay Act. In 2009, when the Federal Labor Relations Authority denied HUD's exceptions to the award, the award became final. The Federal Service Labor-Management Relations Statute requires an agency to take the actions required by an arbitrator's final award.

WE HEREBY NOTIFY our bargaining unit employees that –

WE WILL NOT fail or refuse to comply promptly and fully with the final award of Arbitrator Roger P. Kaplan, by unreasonably delaying in paying employees who were not paid awards timely for the performance years 2003, 2004 and 2005, interest pursuant to and consistent with the provisions of the Back Pay Act.

WE WILL NOT, in any like or related manner, interfere with, restrain or coerce our employees in the exercise of their rights assured by the Federal Labor Relations Statute.

WE have complied with the final award of Arbitrator Roger P. Kaplan by paying employees who were not paid awards timely for the performance years 2003, 2004 and 2005, interest pursuant to and consistent with the provisions of the Back Pay Act.

U. S. DEPARTMENT OF HOUSING AND  
URBAN DEVELOPMENT  
WASHINGTON, D. C.

\_\_\_\_\_  
(Agency or Activity)

Date DEC 1 2011

By *Renea Newton Cole*  
(Signature and title)

*Acting Chief Human Capital Officer*

THIS IS AN OFFICIAL NOTICE

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING,  
AND MUST NOT BE ALTERED, DEFACED, OR COVERED BY ANY OTHER MATERIAL.

If employees have any question concerning this Notice or compliance with its provisions, they may communicate directly with the Regional Director for the Federal Labor Relations Authority whose address is:

10 Causeway Street, Suite 472  
Boston, MA 02222  
Telephone: 617 565 5100

Case No. BN-CA-10-0271