

## SETTLEMENT AGREEMENT

The Department of Housing and Urban Development (HUD) and the American Federation of Government Employees, Local 476, AFL-CIO (AFGE) agree to the following terms and conditions as full and complete settlement of the unfair labor practice charge Federal Labor Relations Authority Case No. WA-CA-16-0011.

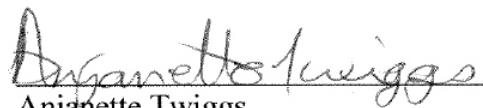
With regard to changes in bargaining unit employees' working conditions, including but not limited to office and personnel moves:

HUD agrees to (1) provide AFGE with complete and timely notice prior to implementation, in accordance with the terms of the Collective Bargaining Agreement; (2) provide AFGE with proper and timely notice of all meetings with bargaining unit employees that meet the definition of a formal discussion; (3) engage in good-faith bargaining and implement changes only after completing negotiations conducted in good faith; (4) as much as possible and practical, involve AFGE in pre-decisional discussions.

In exchange, AFGE Local 476 agrees to withdraw unfair labor practice charge WA-CA-16-0011.

DATE: October 19, 2015

For HUD



Anjanette Twiggs  
Labor and Employee Relations  
HUD

For AFGE Local 476



Jerry Gross  
Steward  
AFGE, Local 476