



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY

DEPARTMENT OF HOUSING AND URBAN
DEVELOPMENT, WASHINGTON, DC
Charged Party

and

AMERICAN FEDERATION OF GOVERNMENT
EMPLOYEES, COUNCIL 222, AFL-CIO
Charging Party

Case No. WA-CA-17-0082

SETTLEMENT AGREEMENT

Subject to the approval of the Regional Director for the Federal Labor Relations Authority, the Charged Party and the Charging Party agree to settle the above-captioned case as follows:

POSTING OF NOTICE – After the Regional Director has approved this Agreement, the Regional Office will send a copy of the approved Notice to the Charged Party. The Notice will be signed and dated by Joseph Sullivan, Director, Employee and Labor Relations Division, and then immediately posted in conspicuous places where employees represented by the Charging Party work, including all bulletin boards and other places where notices to employees are customarily posted. The Charged Party will keep the Notices posted and maintained for sixty (60) consecutive days from the date of posting.

ELECTRONIC DISTRIBUTION OF NOTICE – The Charged Party will email a copy of the signed and dated Notice to all employees represented by the Charging Party. The message of the email transmitted with the Notice will state: “We are distributing the attached Notice to you pursuant to a Settlement Agreement approved by the Regional Director of the Federal Labor Relations Authority’s Washington Regional Office in Case No. WA-CA-17-0082.”

COMPLIANCE WITH NOTICE – The Charged Party will comply with the terms and provisions of the Notice.




SCOPE OF THE AGREEMENT – This Agreement settles only the allegations in the above-captioned case, and does not settle any other pending cases or matters. This Agreement in no way precludes any person’s right to file charges, or the General Counsel’s right to investigate and issue complaints, based upon matters that precede the approval date of this Agreement.

PARTIES TO THE AGREEMENT – If the Charging Party declines to become a party to this Agreement and the Regional Director determines that it will effectuate the policies of the Statute, the Regional Director may approve this Agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement will be between the Charged Party and the Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement by filing an appeal with the General Counsel. If the General Counsel does not sustain the Regional Director's approval, this Agreement will be null and void. Approval of this

Agreement by the Regional Director constitutes withdrawal of any Complaint and Notice of Hearing issued in this case.

PERFORMANCE – Performance by the Charged Party of the terms and provisions of this Agreement will commence immediately after the Agreement is approved by the Regional Director or, in the event the Charging Party does not enter into this Agreement, performance will commence immediately upon receipt by the Charged Party of notice that no appeal has been filed or that the General Counsel has sustained the Regional Director.

NOTIFICATION OF COMPLIANCE – The Charged Party will notify the Regional Director in writing of the steps it has taken to comply with the Agreement. The Charged Party’s compliance notification will be made within fourteen (14) days, and again after sixty (60) days, from the date of the approval of this Agreement, or, in the event the Charging Party does not enter into this Agreement, after the receipt of notice that no appeal has been filed or that the General Counsel has sustained the Regional Director. No further action will be taken in the above case provided the Charged Party complies with the terms and provisions of the Agreement and the Notice.

Charged Party DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT, WASHINGTON, DC	Charging Party AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, COUNCIL 222, AFL-CIO
Signature and Date:  6/5/17	Signature and Date:  06/05/2017
Name and Title: Anita O Crews, Human Resources, ELRD	Name and Title: Jerry Gross, Steward, AFGE Council 222
Approved By:  Regional Director	Date: 6/5/17