



American Federation of Government Employees
National Council of HUD Locals 222

Affiliated with AFL-CIO

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MEMORANDUM FOR: Ginger Burnett, Acting Director, Employee and Labor Relations Division

FROM: Sal Viola – Chief Negotiator *Salvatore Viola*
AFGE Council 222

SUBJECT: Demand to Bargain: Reduction in Force – Field Office Policy and Management

On February 24, 2025, the Department of Housing and Urban Development (“HUD”, “Agency”) notified AFGE Council 222 (the Union) of HUD’s intent to institute a Reduction in Force (“RIF”) for employees GS-13 and below in the Office of Field Policy and Management (“FPM”).

Contrary to the email from Ginger Burnett Acting Director for Employee and Labor Relations all of the RIF procedures are NOT already covered by the existing CBA. In fact, Article 33.29 clearly anticipated this and states that:

“Nothing in this section shall waive, limit or impair the statutory or legal rights of employees or their representatives”

Although the Agency has failed to provide the Union with proper notice of its intent to change conditions of employment for bargaining unit employees, the Union wishes to ensure that its rights to demand to bargain are preserved. The Union therefore demands to bargain over the Reduction in Force for the Office of Field Policy and Management over issues not explicitly covered by the CBA.

1. Management shall not implement the RIF of FPM until all bargaining obligations have been completed and agreed to by the Parties
2. Bargaining unit employees will be allowed temporary reassignments or developmental details to other parts of HUD
3. Management agrees that once it has determined that a reduction in force is necessary and has identified the positions to be abolished or down-graded, employees who are covered

by RIF regulations are entitled to compete for retention under prescribed procedures. An agency must, therefore:

- Establish competitive areas;
 - Establish competitive levels;
 - Develop retention registers;
 - Determine assignment rights; and
 - Notify employees.
4. The Agency agrees that first consideration on any reassignment, bumping right or separation during a reduction in force shall be based on skill requirements and total length of service as a non-appropriated fund employee.
 5. Management agrees to bargain provisions concerning competitive areas to be used in the event of a reduction in force.
 6. Management agrees that the Headquarters reduction in force competitive area be the Washington Metropolitan Area.
 7. The Agency shall create a competitive area for any program area or division that conducts statutory work (e.g. Davis Bacon)

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.