



National Council of HUD Locals

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
AFFILIATED WITH AFL-CIO

Council 222

October 28, 2011

MEMORANDUM FOR: Ruth Cook, Deputy Director, Labor and Employee Relations Division, ARHL

FROM: Russell Varnado, President, Council of HUD Locals 222

SUBJECT: Grievance of the Parties Denial of Career Ladder Promotions'

Please accept this Grievance of the Parties pursuant to the HUD/AFGE Agreement at Article 22, Section 22.15, on behalf of the entire bargaining unit. The issue concerns Denial of Career Ladder Promotions' of bargaining unit members, by program offices, throughout the Department.

The Agreement at Section 13.13 - Career Ladder Promotions states; management shall make "prompt determinations: regarding career ladder promotions¹ of their employees. Management shall notify the employee by his/her anniversary date whether or not a promotion shall be recommended and provide a written explanation if the employee shall not be promoted. A career ladder promotion is dependent on:

- (1) The employee's demonstration of the ability to perform the duties of the next higher grade to the satisfaction of his/her supervisor. A copy of the promotion criteria (position description or performance standards for the next grade) shall be given to an employee as he/she enters each level of a career ladder.
- (2) The availability of enough work at the next higher grade.
- (3) Meeting the minimum qualification and other regulatory requirements.

The assertion that HUD lacks funding is not a reason to deny career ladder promotions.

As you know, Congress previously passed a continuing resolution that contained a two-year pay freeze for federal employees under the General Schedule, which means that all federal employees, did not receive the usual across-the-board federal pay raise in January, and will not receive one in January 2012. This pay freeze, however, **does not apply to within grade or career ladder salary increases.**

Pursuant to Section 22.15(2), we are requesting a meeting to discuss informal resolution no later than November 5, 2011. Additionally, we expect a response to this grievance as soon as reasonably possible. Thank you for your attention to this matter.

cc: Council Executive Board
and Local Presidents

¹ **Career Ladder.** A series of positions of increasing complexity and at successively higher grades in the same line of work, through which employees may progress from entrance levels to the full performance, or journey level. A career ladder may exist within one (1) organizational unit or it may cross organizational lines.