

In accordance with Article 53.05 and Article 49, please accept this notice that the Department proposes the following mid-term change to HUD – AFGE CBA: a modification of union use of government resources.

- (a) Copy of current Policy: HUD-AFGE CBA Art. 48.
- (b) The nature of this change is to eliminate unnecessary, inefficient and unreasonable expenditures on free government resources for AFGE. The scope is HQ and field. The rationale is that taxpayer resources should be used for the public mission of the Agency. Article 48, as currently written, is not in accordance with the text or spirit of Executive Order 13837, May 25., 2018. HUD and AFGE have a responsibility to ensure that the CBA is in compliance with government wide rules and regulations as well as the best public interest and should modify our existing CBA to do so promptly.
- (c) The new proposed policies are below.
- (d) The proposed implementation date is July 15, 2018.

Article 48 Union's Use of Official Facilities

Management Proposal: Article 48 be stricken and replaced with the following four provisions.

1. Union Office Space. No union representative, when acting on behalf of the union, may be permitted the use of government property or any other agency resources. Such property and resources include office or meeting space, reserved parking spaces, phones, computers, computer systems, copy machines, paper, filing cabinets, keys, scanners, external drives, fax machines, use of printing services, subscriptions to information services (cyberdfeds, etc.) and all other government property or resources.
2. The union shall have until July 15, 2018 to vacate all offices they currently occupy, return all government property they currently possess and cease using government resources. This applies to field and HQ.
3. The Union shall not hold meetings on Department property without the express written permission of a representative of the Employee and Labor Relations Division. Such permission will ordinarily be granted as long as there is no disruption to the Department.
4. Office Equipment and Services. No union representative shall use any government resources when acting on behalf of the union. Union representatives will not be granted

access to any HUD information systems (intranet, internet, sharepoint, etc.) when acting on behalf of the union.

The above proposals are preliminary bargaining proposals and are not to be considered all of the proposals that Management may submit. A complete list of proposals may be presented prior to or at the time of bargaining in accordance with Article 49.06.

This mid-term proposal is entirely distinct and separate from the term renegotiation that is currently also taking place. In accordance with Article 49 you may demand to bargain these proposed changes within 15 days. I look forward to working with you on making these improvements.