

2017-09-11 NFFE 1450 DEMAND TO BARGAIN

McDargh, Elizabeth

From: McDargh, Elizabeth
Sent: Monday, September 11, 2017 8:01 AM
To: Richardson, Ginger S
Cc: Einbinder, Kenneth A; McDargh, Elizabeth
Subject: NFFE 1450 Demand to Bargain: HUD's Reform Plan
Attachments: NFFE 1450 Designation of Chief Negotiator HUD's Reform Plan.pdf; And The Winner Is...

Hi, Ginger:

Ken has designated me as NFFE 1450 **Chief Negotiator** for matters relating to the HUD Reform Plan. See attached.

HUD management via several communications, starting as early as June 2, 2017, has informed NFFE 1450 officers and NFFE 1450 bargaining unit employees of a coming HUD Reform Plan.

HUD has informed NFFE 1450 officials that the plan was provided to OMB in June 2017 and that HUD intends to start rolling out the program as early as tomorrow, September 12th.

HUD has, in fact, scheduled an all-employee meeting (see attachment "And the winner is") to roll out the plan with only slight information being shared with NFFE 1450 of the contemplated changes. To date NFFE 1450 knows only the following about the plan:

1. Title of the plan ("Forward")
2. Title to ten objectives for the plan.
3. Names of non-defined "Champions" for the 10 objectives.

Whereas, the Labor Management Agreement (LMA) Section 38.02B provides that "[t]he agency shall provide the union with a detailed notice of a proposed change in working conditions.

Whereas, the LMA says that "when providing the notice of proposed change to the union, management shall provide:

1. Copy or statement of the current policy or past practice;
2. The nature, scope, and rationale for the proposed change;
3. A copy or statement of the proposed new policy or practice; and the proposed implementation date."

And whereas, NFFE 1450 has a legal right as representative of its bargaining unit employees to be advised of coming changes in work conditions, NFFE 1450 via this communication formally **demands to bargain** HUD's Reform Plan.

NFFE 1450 requests the documents noted above (whether in draft or finalized form) be provided as soon as possible, but no later than 5 work days from today.

Further, please provide a copy of all information that will be presented or provided at the all-staff meeting so that NFFE 1450 officials can prepare appropriately for the September 12, 2017, meeting.

NFFE 1450 submits the following preliminary proposals:

- 1) HUD Management agrees to maintain the status quo on all matters affecting NFFE 1450 bargaining unit employees until collective bargaining obligations regarding the HUD Reform Plan (aka "Forward Plan", or any other title it may be known by internally), or any matter connected to it, are satisfied.

- 2) HUD Management agrees, relating to the HUD Reform Plan referenced in #1, to not negatively affect any NFFE 1450 bargaining unit employees in any condition of employment.

Additional proposals will be submitted per Article 38 requirements.

In Solidarity,

Liz McDargh, Treasurer

NFFE 1450

Sent on behalf of NFFE 1450 President Ken Einbinder

McDargh, Elizabeth

From: Office of Public Affairs
Sent: Tuesday, September 05, 2017 7:51 AM
Subject: And The Winner Is...

Colleagues,

Thank you to all who voted and submitted brand ideas for the new HUD Reform Plan. Your feedback, creativity and participation in this effort are greatly appreciated, and will continue to inform our efforts going forward. The votes were tallied, and the new HUD Reform Plan name is:



Image: Home with an open door. Text: FORWARD: Forging A New HUD Together.

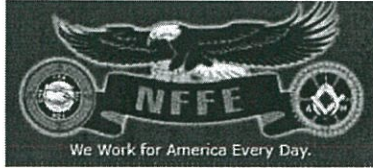
Please join Secretary Ben Carson and Acting Deputy Secretary David Eagles on **Tuesday, September 12th** for an employee town hall and the official launch of HUD's Reform Plan. You will have an opportunity to learn more about HUD's key initiatives, meet the Reform Plan Champions Council, and give input on how best to forge a new HUD together.

The town hall will begin at **2:00 p.m. EDT**. Headquarters staff may join the program in the Brooke-Mondale Auditorium. Regional and field staff may watch live via [webcast](#). We recommend using Internet Explorer to view the [webcast](#). We welcome your questions about the reform plan in advance of the town hall. Please email questions to TownHall@hud.gov and we will attempt to answer them during the program.

Thank you again. We look forward to unveiling HUD's Reform Plan and sharing more on the 12th!

The Office of Public Affairs

DESIGNATION OF CHIEF NEGOTIATOR



National Federation of Federal Employees, Local 1450

HUD's Reform Plan – Formal Negotiations

Chief Negotiator Contact Information

Name	Liz McDargh
Title	Treasurer
Company	National Federation of Federal Employees, Local 1450
Mailing Address	2201 N Lakewood Blvd #D1866 Long Beach, CA 90815
Email Address	Elizabeth.McDargh@hud.gov
Telephone Number	(213) 534-2705
Fax Number	(815) 717-9701

The person named above represents the National Federation of Federal Employees, Local 1450, in the formal negotiation related to HUD's Reform Plan (or anything relating to the Office of Management and Budget (OMB) issued memorandum titled "Comprehensive Plan for Reforming the Federal Government and Reducing the Federal Civilian Workforce"). Please serve the designated representative with all written communications relating to this matter.

This designation remains effective until it is revoked or a new designation is filed.

Authorized NFFE 1450 Official

Kenneth Einbinder, President
NFFE 1450

Signature/Date

September 8, 2017