 <p><b>UNITED STATES OF AMERICA FEDERAL LABOR RELATIONS AUTHORITY</b></p> <p><b>CHARGE AGAINST AN AGENCY</b></p>	<b>FOR FLRA USE ONLY</b>
	Case No. _____
	Date Filed _____

Complete instructions are on the back of this form.

<p><b>1. Charged Activity or Agency</b>                  Name: Dept of Housing and Urban Develop                  Address: 451 7th Street, SW, Wash DC 20410                   Tel.#: ( ) Ext.                  Fax#: ( )</p>	<p><b>2. Charging Party (Labor Organization or Individual)</b>                  Name: AFGE Local 476                  Address: 451 7th Street, SW, Suite 3143, Wash DC 20410                   Tel.#: 202-402-2098 Ext.                  Fax#: 202-708-7638</p>
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<p><b>3. Charged Activity or Agency Contact Information</b>                  Name: Karen Newton-Cole                  Title: Acting General Deputy Asst Sec.                  Address: Same as Above                   Tel.#: (202) 402-4275 Ext.                  Fax#: ( )</p>	<p><b>4. Charging Party Contact Information</b>                  Name: Eddie Eitches                  Title: President Local 476                  Address: Same as Above                   Tel.#: ( ) Ext.                  Fax#: ( )</p>
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5. Which subsection(s) of 5 U.S.C. 7116(a) do you believe have been violated? [See reverse] (1) and (5), (7)

6. Tell exactly WHAT the activity (or agency) did. Start with the DATE and LOCATION, state WHO was involved, including titles.

On September 1, 2011 the Agency and the Union agreed to the implementation of a Personnel Clearinghouse Pilot (See attached Supplement - Supplement 52). The purpose of the program is to facilitate succession planning, improve workforce flexibility, and create a positive relationship between management and employees. The parties agreed that flexibility may result in changing duties of employees, whether through rotations, details, or permanent reassignments that furthers the accomplishments of the Department's mission.

The intended purpose of the Clearinghouse is to facilitate the movement of ALL staff irrespective of job series to potential opportunities within the employee's current grade and for which the employee is deemed qualified. The purpose was never to limit or restrict reassignments, rotations, or details to the employee's particular job series, nor was it intended that applicants must first obtained the permission of their supervisor.

Management is in fact violating the spirit of Supplement 52 by restricting applicants to positions within their current job series no matter what their qualifications are as well as requiring that applicants must have the permission and agreement of their current supervisor to get an assignment through the personnel clearinghouse. The clearinghouse contract supplement does not provide for these restrictions. Attached is management's Standard Operating Procedures which is posted on the HUD@Work website: <http://hudatwork.hud.gov/po/arh/clearinghouse/hqsdcpilot.cfm>.

Management was supposed to work with the union on implementation but simply unilaterally issued these procedures. The union asked if management would agree to mediate through the Federal Mediation Conciliation Service (FMCS) but management refused.

**RELIEF REQUESTED**


The Union demands that management be directed to implement Supplement 52 within the spirit in which it was intended and to cease and desist with the restrictive manner in which it is being applied to bargaining unit employees.

7. Have you or anyone else raised this matter in any other procedure?  No  Yes If yes, where? [see reverse] \_\_\_\_\_

8. I DECLARE THAT I HAVE READ THIS CHARGE AND THAT THE STATEMENTS IN IT ARE TRUE TO THE BEST OF MY KNOWLEDGE AND BELIEF. I UNDERSTAND THAT MAKING WILLFULLY FALSE STATEMENTS CAN BE PUNISHED BY FINE AND IMPRISONMENT, 18 U.S.C. 1001. THIS CHARGE WAS SERVED ON THE PERSON IDENTIFIED IN BOX #3 BY [check "x" box]  Fax  1st Class Mail  In Person

Commercial Delivery  Certified Mail

Eddie Eitches \_\_\_\_\_  
 Type or Print Your Name

 \_\_\_\_\_  
 Your Signature

Dec 2011 \_\_\_\_\_  
 Date