

IN THE MATTER OF ARBITRATION BETWEEN:

American Federation of Government,
Employees (AFGE), Council of HUD
Locals 222,

UNION,

v.

U.S. Department of Housing & Urban
Development,

AGENCY.

Issue: Fair and Equitable Grievance

Case No. 03-07743

Arbitrator:
Dr. Andree Y. McKissick, Esq.

ORDER

On January 10, 2012, this Arbitrator issued an Opinion and Award (the "Award") in the above referenced matter. On August 8, 2012, the FLRA upheld the Award. This Arbitrator ordered the Parties to work together to implement the Award as written. The process of implementation has been overseen by this Arbitrator since then, on an ongoing and continuous basis.

In the Summary of Implementation Meeting dated August 2, 2014, upheld by the FLRA on May 22, 2015, this Arbitrator noted that the Award covers all PHRS and CIRS bargaining unit employees employed during the relevant damages period. Pursuant to this Arbitrator's directives, the Union provided its list of PHRS and CIRS class members to the Agency in early 2014. On June 12, 2014, the Agency requested an additional thirty days to provide a response to the Union's list of eligible employees who encumbered PHRS or CIRS positions. This Arbitrator permitted the Agency an additional opportunity to compile such list within thirty days from the date of the June 2, 2014, Implementation Meeting. The Parties were to discuss their respective

PHRS and CIRS lists if they differed. The Agency did not present a list within thirty days of the June 2, 2014, meeting; as such, no discussion was had, as there were no differing lists.

The FLRA has upheld this Arbitrator's Award and subsequent August 2, 2014 Summary. In light of these rulings, the Agency, despite being provided the opportunity to do so, has not contested eligibility of the employees listed on the attached Exhibits¹.

The Agency is hereby ORDERED to retroactively promote all of the employees listed on the attached Exhibits to the earliest date of eligibility or January 18, 2002 (whichever is later), in accordance with the Award and subsequent Summaries. This process shall be as follows:

1. The Agency shall promote all current GS-12 employees who are contained on the attached Exhibits to the GS-13 level, in compliance with the Award, within thirty days (30) of this ORDER.
2. Within forty-five (45) days of the date of this ORDER, the Agency shall provide the Union with a list of the retroactive date of promotion and estimated back pay with interest, emoluments, for each of the employees listed on the attached Exhibits. For retirees, the Agency shall provide estimated backpay, interest, emoluments and revised annuity calculations.
3. Within thirty (30) days of receipt of the Agency's estimates, the Union shall provide comments to the Agency.
4. Within fourteen (14) days of receipt of the Union's comments, the Agency shall process all undisputed payments.
5. Any remaining disputes shall be submitted to this Arbitrator for resolution.

¹ The Agency has contested these employees' eligibility based upon its own methodology. However, the FLRA has upheld the Award and subsequent Summary and the Agency has not contested that any of the named employees in the attached exhibits should be eligible class members, based on the methodology adopted by the Arbitrator therein.

6. Estimated payments amounts shall be transmitted from the Agency to the Union no less than ten (10) days prior to the amounts being paid. As payments are made, or as soon thereafter is possible, the Agency shall notify the Union of the exact amounts paid, including the breakdown of taxes.
7. Within one (1) week of the date of this ORDER, OPM shall be notified about this ORDER and shall be provided a copy, along with a list of retired employees. The Agency shall request, in writing (with a copy of the request to be provided to this Arbitrator and the Union) that OPM expedite the processing of retirement annuity recalculations. Copies of all correspondence between the Agency and OPM shall be provided in a timely manner to the Union and to this Arbitrator. The intent is that all annuities shall be recalculated by OPM in an expedited manner; if there is a delay in processing, the Agency shall work with OPM in order to expedite the processing.

It is further ORDERED that the Parties are to continue to work together to identify additional PHRS or CIRS employees that may be eligible class members and bring those employees to this Arbitrator's attention for a determination.


Arbitrator Andree McKissick

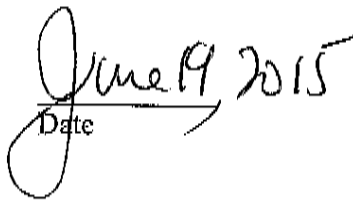

Date

Exhibit A

PHRS Class Members

AFGE 222 v. U.S. DHUD
FAIR AND EQUITABLE GRIEVANCE

PUBLIC HOUSING REVITALIZATION SPECIALISTS

No.	NAME	PP	OCC#	GR
1	ALEXANDER, DEBORAH R.	GS	1101	12
2	ALLEN, DAMIEN C.	GS	1101	12
3	ALLEN, JANIE R.	GS	1101	12
4	ALSTON, ANNIE K.	GS	1101	12
5	ALSTON, CARLA Y.	GS	1101	12
6	ANTEOLA, GAIL A.	GS	1101	12
7	ARNOLD, CHRISTINE	GS	1101	12
8	ARVIE, CHRISTINE C.	GS	1101	12
9	ASAD, ALI N.	GS	1101	12
10	BAKER, RICHARD E.	GS	1101	12
11	BARBEE, JOYCE M.	GS	1101	12
12	BAUMANN, JUDITH	GS	1101	12
13	BECERRA, ELOY	GS	1101	12
14	BECKER, ANN	GS	1101	12
15	BENNERMAN, MAXINE E.	GS	1101	12
16	BENNETT, BARRY F.	GS	1101	12
17	BERRELLESA, SIMONA	GS	1101	12
18	BETTLE, TERESA G.	GS	1101	12
19	BIRDOW, LANITA J.	GS	1101	12
20	BOHAM, ANNE M.	GS	1101	12
21	BOLLAR, MANUEL M.	GS	1101	12
22	BOOZER, CHRISTOPHER N.	GS	1101	12
23	BORRERO, MARIE E.	GS	1101	12
24	BROWN, ALLINE H.	GS	1101	12
25	BROWN, MARCIA R.	GS	1101	12
26	BROWN, SHARON J.	GS	1101	12
27	BROWN, VICTORIA R.	GS	1101	12
28	BUSH, TINA M.	GS	1101	12
29	BUTLER, MARIE	GS	1101	12
30	BYNUM, ANDRE M.	GS	1101	12
31	BYRD, DWOUN	GS	1101	12
32	CALERO ROMAN, HORACIO	GS	1101	12
33	CALLAWAY, JAMES	GS	1101	12
34	CAMP, SHARON J.	GS	1101	12
35	CANO, PATRICK S.	GS	1101	12
36	CARAVELLO, ROBERT M.	GS	1101	12
37	CASPER, MICHAEL J.	GS	1101	12
38	CHARLES, JENNIFER J.	GS	1101	12
39	CLAYTON, CAROLINE C.	GS	1101	12
40	CLOWER, ERMAN F.	GS	1101	12
41	COATS-MURPHY, KENRITIA D.	GS	1101	12
42	COMBRE, LAURABELLE	GS	1101	12

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PUBLIC HOUSING REVITALIZATION SPECIALISTS

43	COOK, CAREN I.	GS	1101	12
44	COOPER, ANDREA T.	GS	1101	12
45	CORDERO MURATTI, IVONNE A.	GS	1101	12
46	CORREA, MIGUEL A.	GS	1101	12
47	CORTES, ROSAURA	GS	1101	12
48	COUNTRYMAN, ANGELA H.	GS	1101	12
49	COURSE, TERRANCE B.	GS	1101	12
50	CRAIG, TAWNIA M.	GS	1101	12
51	CRISPINO, BRENDA A.	GS	1101	12
52	CURRIE, DENINA L.	GS	1101	12
53	CZARNECKI, SALLY A.	GS	1101	12
54	DARROW, AIMEE M.	GS	1101	12
55	DAVENPORT, ROBERT F.	GS	1101	12
56	DAVIS, EDNASUE G.	GS	1101	12
57	DAVIS, FRANK L.	GS	1101	12
58	DAVIS, JIMMY L.	GS	1101	12
59	DAY, SHELLEY M.	GS	1101	12
60	DELEON ORTIZ, MARISOL	GS	1101	12
61	DEMPSEY, LARRY	GS	1101	12
62	DERINGTON, JUDITH P.	GS	1101	12
63	DI PIETRO, STEVEN J.	GS	1101	12
64	DIBBLE, DONALD D.	GS	1101	12
65	DOUGLAS, PEARLIE M.	GS	1101	12
66	DOVE, RYAN E.	GS	1101	12
67	DOWNS, SHARON R.	GS	1101	12
68	DRISKELL, HORACE J.	GS	1101	12
69	DUCA, SANTO J.	GS	1101	12
70	DUGAN, MAUREEN R.	GS	1101	12
71	DUNSON, EDWIN C.	GS	1101	12
72	ELLER, LINDA J.	GS	1101	12
73	ELLIS, CHARLES W.	GS	1101	12
74	FALL, ELIZABETH E.	GS	1101	12
75	FAUVER, AMY K.	GS	1101	12
76	FERGUSON, ELIZABETH L.	GS	1101	12
77	FERNANDEZ, AMNER E.	GS	1101	12
78	FISHER, JOHN H.	GS	1101	12
79	FOSS, JULIA R.	GS	1101	12
80	FRANCIS, VALARIE L.	GS	1101	12
81	FREEMAN, ANITA L.	GS	1101	12
82	FULTON, SYLVESTER	GS	1101	12
83	GAGE, BRIAN M.	GS	1101	12
84	GAGNON, ROBIN A.	GS	1101	12
85	GALINATO, GILBERT B.	GS	1101	12

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PUBLIC HOUSING REVITALIZATION SPECIALISTS

86	GALJOUR, GISELA V.	GS	1101	12
87	GALLAGHER, LEAH K.	GS	1101	12
88	GARDSBANE, BARBARA R.	GS	1101	12
89	GLOWA, ESTHER J.	GS	1101	12
90	GONZALEZ LAMADRID, YVONNE	GS	1101	12
91	GRAHAM, JANE C.	GS	1101	12
92	GRANT, COREY D.	GS	1101	12
93	GRIEGO, MANDY V.	GS	1101	12
94	GRUBE, CHRISTINE R.	GS	1101	12
95	GUNN, MERILYN S.	GS	1101	12
96	HAIGLER, LINDA L.	GS	1101	12
97	HAMLIN, FRED A. J.	GS	1101	12
98	HARGROVE, CAVKNAUGH	GS	1101	12
99	HARRIS, GWINDOLYN M.	GS	1101	12
100	HARRIS, MARY A.	GS	1101	12
101	HENLEY, JOSEPHINE	GS	1101	12
102	HENRY, WILMA E.	GS	1101	12
103	HERRERA, CARMELLA T.	GS	1101	12
104	HESELTON, JUNE M.	GS	1101	12
105	HIATT, CAROLYN C.	GS	1101	12
106	HODGE, LOIS D.	GS	1101	12
107	HOLDER, FATIMAH A.	GS	1101	12
108	HOUSE, JAMES E.	GS	1101	12
109	INGRAM, PATRICIA	GS	1101	12
110	JACKMAN, GEORGE T.	GS	1101	12
111	JACKSON, ELVOLIA	GS	1101	12
112	JACKSON, TIFFANY A.	GS	1101	12
113	JENKINS, ELVOLIA	GS	1101	12
114	JOHNSON, CAITLIN J.	GS	1101	12
115	JOHNSON, LARRY	GS	1101	12
116	JOHNSON, LOIS W.	GS	1101	12
117	JOHNSON, NATHANIEL	GS	1101	12
118	JONES, ELEANA L.	GS	1101	12
119	JONES, KRISTIE L.	GS	1101	12
120	JONES, MICHAEL E.	GS	1101	12
121	JUAREZ, ALEXANDER	GS	1101	12
122	JUE, MARLENE Y.	GS	1101	12
123	JUNGMAN, GREGORY J.	GS	1101	12
124	JUSTICE, SANDY K.	GS	1101	12
125	KAHOLOKULA, DARLENE L.	GS	1101	12
126	KASSERMAN, JANIS L.	GS	1101	12
127	KEATOR, CHARLOTTE R.	GS	1101	12
128	KEUL, KATHLEEN O.	GS	1101	12

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PUBLIC HOUSING REVITALIZATION SPECIALISTS

129	KIERA, MARY A.	GS	1101	12
130	KIMBROUGH, SUSIE M.	GS	1101	12
131	KITTRELL, ADRIENNE D.	GS	1101	12
132	KOPCZYK, CALEB G.	GS	1101	12
133	LANGSTON, SYLVIA L.	GS	1101	12
134	LAW, JANET H.	GS	1101	12
135	LENSTON, VELETTA A.	GS	1101	12
136	LEWIS, DIANA	GS	1101	12
137	LEWIS, ELILLIAN Y.	GS	1101	12
138	LIMA, KATHLEEN T.	GS	1101	12
139	LIPSCOMB, TERRY M.	GS	1101	12
140	LOMBARDO, DIANE R.	GS	1101	12
141	LORAN, GENOVEVA C.	GS	1101	12
142	LOVORN, BONNIE E.	GS	1101	12
143	LUGO, ROBERT D.	GS	1101	12
144	LYLES, NELLENE E.	GS	1101	12
145	MARCHESE, CHRISTINE F.	GS	1101	12
146	MARRERO, RAUL E.	GS	1101	12
147	MAST, MARLENE M.	GS	1101	12
148	MASTERS, KAERON B.	GS	1101	12
149	MATTESON, KAREN L.	GS	1101	12
150	MAYROSE, MARY E.	GS	1101	12
151	MCCRAY, CHEVELLE D.1	GS	1101	12
152	MCDOWELL, GEORGE D.	GS	1101	12
153	MCGANT, TONI D.	GS	1101	12
154	MCINTYRE, ANTHONY M.	GS	1101	12
155	MCKNIGHT, CYNTHIA M.	GS	1101	12
156	MCMULLIN, DAVID P.	GS	1101	12
157	MERCK, AVIS E.	GS	1101	12
158	MILLER, J. HENRY	GS	1101	12
159	MINYARD, CHERYL A.	GS	1101	12
160	MOORE, SUZANNE M.	GS	1101	12
161	MORALES, AURELIA M.	GS	1101	12
162	MOSLEY, KRISTIE L.	GS	1101	12
163	MOSLEY, MILDRED A.	GS	1101	12
164	MURILLO, MARTHA E.	GS	1101	12
165	NEGRON, NILSA E.	GS	1101	12
166	NOAKES, KAREN R.	GS	1101	12
167	NOYE, NORA S.	GS	1101	12
168	NYE, DONNA M.	GS	1101	12
169	PARAMORE, PAMELA J.	GS	1101	12
170	PARES, PEDRO	GS	1101	12
171	PENDELTON, ROSE M.	GS	1101	12

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PUBLIC HOUSING REVITALIZATION SPECIALISTS

172	PEOPLES, ARNOLD L.	GS	1101	12
173	PETERS, SUSANNE B.	GS	1101	12
174	PIEKARSKY, MARLENE D.	GS	1101	12
175	PLEASANT, DOROTHY T.	GS	1101	12
176	PLUMMER, TIMOTHY P.	GS	1101	12
177	POLTACK, PATRICIA M.	GS	1101	12
178	PRESCOTT, ALTHEA R.	GS	1101	12
179	RATERMANN, DENNIS G.	GS	1101	12
180	REECE, MARY A.	GS	1101	12
181	REEVES, DEIDRE S.	GS	1101	12
182	REEVES, PETER A.	GS	1101	12
183	RICHARD, MARLENE P.	GS	1101	12
184	ROARK, ANNE M.	GS	1101	12
185	RODRIGUEZ, DEBORAH	GS	1101	12
186	ROGERS, LISA P.	GS	1101	12
187	ROSS, ROBIN D.	GS	1101	12
188	SADKOWSKI, CHRISTOPHER G.	GS	1101	12
189	SANGSTER, JANIE	GS	1101	12
190	SANTIAGO, WILLIAM	GS	1101	12
191	SAUVE, GARRETT C.	GS	1101	12
192	SAWYER, STEPHEN R.	GS	1101	12
193	SCHONERT, LYNN A.	GS	1101	12
194	SCOTT, LINDA T.	GS	1101	12
195	SHAW, JESSICA F.	GS	1101	12
196	SIMMONS, TAMMIE M.	GS	1101	12
197	SMITH, GLORIA G.	GS	1101	12
198	SMITH, JUDITH A.	GS	1101	12
199	SMITH, PHILLIP E.	GS	1101	12
200	SMITH, TERESA M.	GS	1101	12
201	SORINA, FLORA T.	GS	1101	12
202	SPEARS, JOHN H.	GS	1101	12
203	STARKS, COREN	GS	1101	12
204	STASZAK, LEAH K.	GS	1101	12
205	STAYCOFF, JULIE A.	GS	1101	12
206	STEADMAN, JULIE A.	GS	1101	12
207	STONEMAN, LARRY W.	GS	1101	12
208	STORMS, DAVID A.	GS	1101	12
209	SUBERU, MICHAEL T.	GS	1101	12
210	TAYLOR WILLIAMS, KATHERINE	GS	1101	12
211	TAYLOR, MARTHA B.	GS	1101	12
212	THOMAS, ANGELA W.	GS	1101	12
213	TREPINSKI, CHAD M.	GS	1101	12
214	TRUMBLA, ANNE M.	GS	1101	12

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FAIR AND EQUITABLE GRIEVANCE

PUBLIC HOUSING REVITALIZATION SPECIALISTS

215	TURNER, GEORGIA A.	GS	1101	12
216	TURNER, GRETA O.	GS	1101	12
217	TUTTLE, REBECCA L.	GS	1101	12
218	TYLER, CATHERINE E.	GS	1101	12
219	VALIQUETTE, CHRIS A.	GS	1101	12
220	VERDONE, CINDY L.	GS	1101	12
221	VIOLA, SALVATORE T.	GS	1101	12
222	WALL, RICHARD B.	GS	1101	12
223	WARD JR, CEPHAS V.	GS	1101	12
224	WASHINGTON, MARTINA B.	GS	1101	12
225	WASHINGTON, THOMAS L.	GS	1101	12
226	WHITE, GWEN L.	GS	1101	12
227	WHITT II, MARCUS B.	GS	1101	12
228	WIDMANN, TAMARA A.	GS	1101	12
229	WILLIAMS JR, EDWARD L.	GS	1101	12
230	WILLIAMS, KELVIN D.	GS	1101	12
231	WILLIAMS, LILLIAN I.	GS	1101	12
232	WILLIS, ROGER E.	GS	1101	12
233	WILSON, DEANDA L.	GS	1101	12
234	WRIGHT, LAURA H.	GS	1101	12
235	WU, PAULINA	GS	1101	12
236	YABLONSKIE, ROBERT B.	GS	1101	12

Exhibit B

CIRS Class Members

AFGE 222 v. U.S. DHUD
FAIR AND EQUITABLE GRIEVANCE
CONTRACTOR INDUSTRIAL RELATIONS SPECIALISTS

No.	NAME	PP	Series	Gr
1	BACON, RAY A.	GS	246	12
2	BALES, STEVEN A.	GS	246	12
3	BOWEN, LILLIE S.	GS	246	12
4	CARTER, IRA M.	GS	246	12
5	CLARK, KAREN R.	GS	246/1101	12
6	COCKERHAM, VIRGINIA F.	GS	246	12
7	CONYERS, DEBORAH A.	GS	246	12
8	DALTON, MELANIE R.	GS	246	12
9	DAVENPORT, RONNIE H.	GS	246	12
10	DRINKARD, EVELYN M.	GS	246	12
11	EYLER, ANNA M.	GS	246	12
12	FRANCO, LORETTA	GS	246	12
13	GIBSON, LESLIE	GS	246	12
14	GREINER, TAMARA	GS	246	12
15	GULARTE, GERALD T.	GS	1101	12
16	HABAT, SHARON M.	GS	246/1101	12
17	HAIRSTON, ROLAND E.	GS	246	12
18	HERTEL, MELANIE L.	GS	246	12
19	HODGE, MARIA T.	GS	1101	12
20	KINSEL, GARY J.	GS	246	12
21	KITCHENS TILLEY, DEBRA J.	GS	246/1101	12
22	KOZLOWSKI, DONNA M.	GS	246	12
23	LAWRENCE, DEMETRIS D.	GS	1101	11
24	LEITERITZ, BRIAN I.	GS	246	12
25	LINDQUIST, RHONDA H.	GS	246	12
26	MCGONAGLE, BARBARA C.	GS	246	12
27	MCGUIRE, JULIE A.	GS	246	12
28	MCINTIRE, JUDY L.	GS	246	12
29	MINTER, HAROLD G.	GS	246	12
30	MOSES, MARLAINA B.	GS	246	12
31	OAKLEY, NANCY L.	GS	246	12
32	PRESSLEY, JAMES W.	GS	1101	12
33	RADDEN, CEELY D.	GS	246	12
34	RICHARDS, PATRICK A.	GS	246/1101	12
35	RODRIGUEZ, ELIZABETH	GS	1101	12
36	VAN CLEVE, BARBARA A.	GS	246	12