



AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO

Eugene Hudson, Jr.
National Secretary-Treasurer

J. David Cox, Sr.
National President

Augusta Y. Thomas
NVP for Women & Fair Practices

7Q/NEC/370966

CERTIFIED MAIL 7014 2870 0002 1269 6722

July 19, 2017

Eugene Hudson, Jr.
National Secretary-Treasurer
12723 Parkton Street
Fort Washington, MD 20744

Dear National Secretary-Treasurer Hudson:

Pursuant to Article XIII, Section 7 of the AFGE National Constitution, National Vice President Keith Hill filed charges against you in a letter postmarked December 21, 2016. The Legal Rights Committee, in accordance with National Executive Council ("NEC") precedent, appointed a committee of investigation ("COI") to investigate those charges in a letter dated February 7, 2017. At the invitation of the COI, you submitted your response to the charges in a letter dated July 3, 2017 after the deadline for such submission was extended at your request. The COI submitted its report dated July 10, 2017 (enclosed).

In its report, the COI dismissed several of the charges against you, but found probable cause that you violated the AFGE National Constitution when you directed a staff member to distribute an email on your behalf to a list of email addresses, including government email addresses, obtained using AFGE resources. The charge, as originally stated by NVP Hill, (also enclosed) reads as follows:

Next, Mr. Hudson's e-mail on Donald Trump is a supreme case of multiple violations. Mr. Hudson has declared, for the record, this communication to be his own, and to be a "personal" statement. However, the record is also clear that he assigned (or ordered) a staff person to send the document. This assignment is a violation of the ethical conduct requirements for all NEC Members, and has placed the staff person, himself, in the potential of receiving disciplinary action from AFGE. Also, this email, as opined by AFGE GCO, has violated the Hatch Act, and exposed AFGE to certain civil and/or administrative liability of unknown financial and disciplinary consequences. Doing so as NST violates the fiduciary responsibility of any national officer, certainly as the Chief Financial officer for AFGE. In addition, the use of AFGE's e-mail directories for personal use is a violation of the policies on official use of AFGE resources. And finally, the making of a policy statement to our membership, without NEC consultation, is unacceptable.

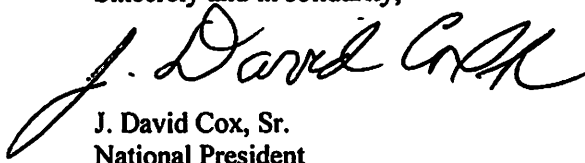
The COI found that your actions violated Article XXIII, Sections 2(f) (engaging in gross neglect of duty or conduct engaging in gross neglect of duty or conduct), (g) (incompetence, negligence, or insubordination in the performance of official duties by officers or representatives of



a local or council or failure or refusal to perform duties validly assigned), and (h) (committing an act of fraud, embezzlement, mismanagement, or appropriating to one's own use any money, property, or thing of value belonging to the Federation or any affiliate).

The COI also found that good and sufficient grounds for a charge exist, but that no material facts are in dispute. Pursuant to Article XIII, Section 7(b)(2), the COI referred the charge to the NEC for a decision on the basis of the investigative file. For that purpose, and pursuant to Article IX, Section 2, I hereby call a meeting of the NEC. The meeting will take place on August 8, 2017, beginning at 10 a.m., at the AFGE National Headquarters, 80 F Street NW, Washington, DC, 20001.

Sincerely and in solidarity,



J. David Cox, Sr.
National President

Encl.

cc: NEC