

**From:** Miranda, Ricardo

**Sent:** Monday, September 20, 2021 3:15 PM

**To:** Hankinson, D'andra A <[Dandra.A.Hankinson@hud.gov](mailto:Dandra.A.Hankinson@hud.gov)>

**Cc:** Perez, Michele P <[Michele.P.Perez@hud.gov](mailto:Michele.P.Perez@hud.gov)>; [salafge@outlook.com](mailto:salafge@outlook.com); Shahriar, Sajid A <[Sajid.A.Shahriar@hud.gov](mailto:Sajid.A.Shahriar@hud.gov)>; Gross, Jerry <[jerry.gross@hud.gov](mailto:jerry.gross@hud.gov)>

**Subject:** RE: AFGE Council 222's demand to bargain & preliminary bargaining proposals for Coronavirus vaccination mandate, attestation and testing requirements

Dee Dee:

AFGE Council 222 does not view post-implementation bargaining as working collaboratively with the Union. We view it as statutory and contractual violations of 5 U.S.C. § 7114, §7116(a)(1) and (5), Article 49, and Supplement 28 of the HUD-AFGE Agreement.

AFGE Council 222 submitted its demand to bargain and preliminary bargaining proposals on the COVID-19 vaccination mandate, attestation, and testing requirements on September 14, 2021 and is prepared to begin bargain expeditiously. Unless we bargain prior to implementation, HUD management is choosing continuation of the adversarial relationship with the Union established by the Trump Administration. Offering "pre-decisional involvement" post-implementation is illogical, counterintuitive and in bad faith.

There is no emergency situation such as an immediate threat to employee health or safety as we are still in five-days per week maximum telework status; thus, invoking Article 41, Section 41.04.C of the HUD-AFGE is not warranted. There is no practical reason why bargaining cannot occur first. The Union already submitted its bargaining proposals. Why is HUD management implementing first as occurred with the vaccination status attestation if you are admitting in your email below that the Agency doesn't even have all information, guidance, and procedures in place at this time?

To account for the guidance promulgated by the Safer Federal Workforce Task Force after President Biden's vaccination mandate Executive Order, enclosed please find the Union's updated and revised demand to bargain and preliminary bargaining proposals replacing AFGE Council 222's September 14, 2021 proposals. AFGE Council 222 is available to begin bargaining expeditiously via Microsoft Teams as soon as management is ready prior to implementation.

Respectfully,

Ricardo Miranda

Chief Negotiator, COVID-19

AFGE Council 222

**From:** Hankinson, D'andra A <[Dandra.A.Hankinson@hud.gov](mailto:Dandra.A.Hankinson@hud.gov)>

**Sent:** Monday, September 20, 2021 1:25 PM

**To:** Miranda, Ricardo <[Ricardo.Miranda@hud.gov](mailto:Ricardo.Miranda@hud.gov)>

**Cc:** Perez, Michele P <[Michele.P.Perez@hud.gov](mailto:Michele.P.Perez@hud.gov)>; [salafge@outlook.com](mailto:salafge@outlook.com); Shahriar, Sajid A <[Sajid.A.Shahriar@hud.gov](mailto:Sajid.A.Shahriar@hud.gov)>; Gross, Jerry <[jerry.gross@hud.gov](mailto:jerry.gross@hud.gov)>

**Subject:** FW: AFGE Council 222's demand to bargain & preliminary bargaining proposals for Coronavirus vaccination mandate, attestation and testing requirements

Hello Ricardo,

This is in response to AFGE's demand to bargain below. Thank you for remaining able to bargain as expeditiously as possible.

The workplace safety protocol mandates have significantly changed just in the last week and this is an everchanging landscape we are navigating. Currently, the Department is continuing to review evolving guidance and awaiting further guidance from OMB and the Safer Federal Workforce Task Force.

Section 2 of Executive Order 14043 of September 9, 2021 (Requiring Coronavirus Disease 2019 Vaccination for Federal Employees) requires that each agency implement a program to require COVID-19 vaccination for all of its Federal employees, with exceptions only as required by law. We are in the process of mobilizing Departmental resources and determining steps needed to implement that program, and want to make sure we are prepared before coming to the table. We want to engage in PDI with AFGE to get your in-put and feedback on the development of that program before coming to the table and request that you provide us with dates of your availability to meet for PDI discussions. Nonetheless, we will fulfill our required bargaining obligations.

We believe notifications to staff are important to ensure employees have the maximum amount of notice and the information regarding mandated workplace safety protocols, and we want to work with AFGE.

Thank you,  
Dee Dee

**From:** Miranda, Ricardo <[Ricardo.Miranda@hud.gov](mailto:Ricardo.Miranda@hud.gov)>

**Sent:** Tuesday, September 14, 2021 7:59 AM

**To:** Hankinson, D'andra A <[Dandra.A.Hankinson@hud.gov](mailto:Dandra.A.Hankinson@hud.gov)>

**Cc:** Perez, Michele P <[Michele.P.Perez@hud.gov](mailto:Michele.P.Perez@hud.gov)>; [salafge@outlook.com](mailto:salafge@outlook.com); Shahriar, Sajid A <[Sajid.A.Shahriar@hud.gov](mailto:Sajid.A.Shahriar@hud.gov)>; Jerry Gross <[hjgrosz@gmail.com](mailto:hjgrosz@gmail.com)>

**Subject:** AFGE Council 222's demand to bargain & preliminary bargaining proposals for Coronavirus vaccination mandate, attestation and testing requirements

Good morning Dee Dee:

Attached please find AFGE Council 222's demand to bargain and preliminary bargaining proposals for the Coronavirus vaccination mandate, attestation and testing requirements. The Union is prepared to bargain as expeditiously as possible.

Sincerely,  
Ricardo Miranda  
Chief Negotiator  
AFGE Council 222

"It was the labor movement that helped secure so much of what we take for granted today. The 40-hour work week, the minimum wage, family leave, health insurance, Social Security, Medicare, retirement plans. The cornerstones of the middle-class security all bear the union label." –President Barack Obama