

## Fwd: Union Notice - COVID Vaccine Attestation

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**From:** Hankinson, D'andra A <Dandra.A.Hankinson@hud.gov>

**Sent:** Wednesday, September 8, 2021 12:02:06 PM

**To:** 'salafge@outlook.com' <salafge@outlook.com>; Chambers, Lorraine D <Lorraine.D.Chambers@hud.gov>; Horton, Kimberly A <Kimberly.A.Horton@hud.gov>; Milton, Lateefah L <Lateefah.L.Milton@hud.gov>; Carraway, Antonio A <Antonio.A.Carraway@hud.gov>; Miranda, Ricardo <Ricardo.Miranda@hud.gov>; Shahriar, Sajid A <Sajid.A.Shahriar@hud.gov>; Greaux, Rose M <rose.m.greaux@hud.gov>; Gaines, Antonio <Antonio.Gaines@hud.gov>; 'Deborah Slakes' <deb6419@sbcglobal.net>; Vargas, Tracy J <Tracy.J.Vargas@hud.gov>; Buie, Erica R <Erica.R.Buie@hud.gov>; Flynn, James P <James.P.Flynn@hud.gov>; Casper, Perry <perry.casper@hud.gov>; Carter, Cynthia F <Cynthia.F.Carter@hud.gov>; Oluwole, Victor A <Victor.A.Oluwole@hud.gov>; Patterson, Michael O <michael.o.patterson@hud.gov>; Player, Mary M <Mary.M.Player@hud.gov>; Jackson, Eric M <Eric.M.Jackson@hud.gov>; Cano, Patrick <Patrick.Cano@hud.gov>; Cawvey, Kathryn E <Kathryn.E.Cawvey@hud.gov>; Payette, Brenda L <Brenda.Payette@hud.gov>; Robinson, Ashaki <Ashaki.Robinson@hud.gov>; Bland, Crystal A <Crystal.A.Bland@hud.gov>

**Subject:** Union Notice - COVID Vaccine Attestation

Good Morning,

Please see attached Union notice regarding employee COVID vaccine attestation.

Thank you,

*Dee Dee Hankinson*

*Deputy Director - Employee & Labor Relations Division*

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Hi Sal,

We were hoping to engage in PDI with AFGE prior to rolling out updates to HUD's Safe Federal Workplace Plan (Plan), especially those relating to the requirement for federal employee COVID vaccine attestation/testing.

We remain open to discussions with AFGE on this, and will wait to hear from you on proposed dates/times to meet (per my 8/26 and 8/31 e-mails), but due to the mandatory pandemic-related workplace safety requirements for Federal agencies to conduct employee COVID vaccine attestation and testing, we are moving forward with putting the following safety protocols in place immediately, as outlined by OMB:

All employees, on-site contractors, and visitors will be asked to attest to their COVID vaccination status via standard Certification of Vaccination forms. The certification allows employees to indicate whether they (1) are fully vaccinated, (2) have begun but not yet completed the vaccination process, (3) are not fully vaccinated, or (4) decline to respond. Employees will be asked to complete their certification via HR Connect. If an employee declines to complete the attestation, they will be treated as Not Fully Vaccinated for purposes of implementing safety measures. We are asking that employees complete the attestation process no later than Friday, September 17, 2021. Additional guidance will be forthcoming regarding testing and travel.

Once the logistics for the testing component have been sourced and identified by the agency, Management will try to schedule a meeting with AFGE to discuss these developments, as well as issue a notification to the Union and an opportunity to bargain the impact and implementation of these changes relating to attestation and testing as soon as is practicable, in accordance with section 41.04(C) of the CBA.