

Message from Secretary Marcia L. Fudge and Deputy Secretary Adrienne Todman – Workplace Updates

Secretary.Fudge <Secretary.Fudge@hud.gov>

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Dear Colleagues –

As we begin our new fiscal year as a department, we are writing to you on our journey to move HUD forward together over the coming months.

First, we want to remind you of the values we shared at our town hall in July, which continue to guide our work:

- *the health, safety, and well-being of HUD employees;
- *the health and safety of the people served by our programs;
- *achieving HUD’s mission, effectively, efficiently, and equitably;
- *staff morale;
- *responsiveness to HUD’s grantees, partners, and external stakeholders; and
- *retaining and attracting talent.

With these values in mind, we are pleased to share the following updates.

Workplace Flexibilities: Based on your feedback from the Visioning Sessions, we are looking at ways to modernize our personnel policies, including expanding our telework policy, consistent with what is offered by other federal agencies and the private sector. The details need to first be discussed with the unions before we can move forward, but we want to let you know that we heard your feedback and will act on it.

Employee Well-being: We also heard that you would like more strategies and tools focused on employee well-being. As you can see from one of our guiding values listed above, your health, safety, and well-being are among our top priorities. The Office of the Chief Human Capital Officer is currently developing a comprehensive wellness plan that will be rolled out in the coming weeks.

HUD Re-entry: Finally, we want to share some upcoming dates with you as the Administration begins the safe, increased return of Federal employees and onsite contractor employees to agency workplaces.

- We will begin our return to the physical workplace by welcoming back our senior HUD leadership (Appointees, SES, and SL) December 1, 2021. Additional guidance and support will be made available to our senior leaders. No other HUD employees will be expected to return to the office in December.
- We will continue our return to the workplace for all HUD employees starting January 3, 2022. Between now and the beginning of the new year, as noted above, we will be updating our personnel policies in partnership with our unions. Returning to the workplace will be a process, and employees will receive no less than a 30-day advance notice and additional guidance before returning to their workplace duty stations. In addition, our schedule will be informed by OMB approval of our revised Safe Federal Workplace Plan, and satisfaction of our labor obligations.

Additional guidance will be forthcoming, as we remain committed to keeping you safe and working closely with the Safer Federal Workforce Task Force, OMB, and other federal agencies to meet both our mission and workforce needs.

Please know that you are critical to HUD's ability to deliver on our mission to create strong, sustainable, inclusive communities and quality affordable homes for all.

Thank you for your partnership as we move HUD forward together.

Secretary Marcia L. Fudge

Deputy Secretary Adrienne Todman