

ARTICLE 59
WORKPLACE OF THE FUTURE

Section 59.01 - General. The Workplace of the Future shall consist of a diverse workforce and a modern work environment that supports the Department's current and future business requirements in a more productive, efficient, humane, and cost effective manner. The Department should endeavor to incorporate new ideas, innovation, and technologies to meet the needs of HUD's evolving workforce. The success of the Department in the future hinges on how effectively it can restructure its cost profile, streamline business practices, and more effectively utilize limited resources.

The ultimate goals of the Workplace of the Future are:

- (1) Improve employee morale and productivity.
- (2) Better alignment of technology investments.
- (3) Lower physical and technology infrastructure costs.
- (4) Improving the work environment.
- (5) Reducing carbon footprint.
- (6) Enhancing the ability to meet business needs.
- (7) Improve job training and career opportunities.

Section 59.02 - Diverse Workforce. The Workplace of the Future will have a diverse workforce. The Department should endeavor to make its workforce reflective of the population that we serve at HUD. Workforce diversity is about acknowledging and adapting differences and work practices to create an inclusive and encouraging environment with diverse skills, perspectives, and backgrounds.

Section 59.03 - Morale/Quality of Work Life. The Department and the Union recognize an important goal is to improve the morale and quality of work life for all employees and this goal is important for the success of the Department in the future. In order to facilitate, the

Department and the Union will endeavor to work together to improve the following:

- (1) Consistency in high quality communication and civility among employees and between employees and managers.
- (2) A high degree of positivity and dedication to mission.
- (3) Improvement in working methods, training, procedures, conditions, and productivity.
- (4) Demonstrated appreciation for the employee's accomplishments and innovation.
- (5) Respect for persons and property.
- (6) A commitment to human and administrative services for the benefit of employees.

Section 59.04 - Workplace of the Future Committee. Committee representatives need to be identified and included in the committee's activities from the onset. This committee may be part of the LMF (Labor-Management Forum) upon mutual agreement. This inclusion of all employees will ensure the success of any pilot or program that is created with the workplace of the future in mind.

- (1) If not part of the LMF, the parties agree to the creation of a Workplace of the Future committee which will include two (2) representatives from both management and HUD AFGE Council 222.
- (2) The committee will meet at least quarterly to discuss technological and societal changes that may impact the strategic plans of HUD. Meetings may be by teleconference or other available technological methods.
- (3) The committee will make recommendations, on new ways or avenues of doing business that have a beneficial effect on our customers, our employees, or both.
- (4) Initiatives. The Department and the Union support initiatives that improve morale, job satisfaction, internal and external work products, and provide enhanced service to our customers. The best resource for many of these initiative ideas are our current employees. In order to ensure all employees participate in the creation and innovation of the Workplace of the Future, the Department will create a mechanism, such as a website link or mailbox, in order for the employee to communicate their ideas to the Workplace of the Future Committee.
- (5) Preservation of Privacy. The Department will ensure that changes in technology and other workplace conditions preserve privacy in general, as well as conform to privacy and confidentiality laws, such as the Privacy Act. When new automated and administrative systems are developed, the requirements, deliverables, operating and use policies, and training will incorporate employee privacy.
- (6) The committee through current internal evaluation systems will assess the Department's activities in improving the quality of work life.