



## National Council of HUD Locals – Council 222

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES AFFILIATED WITH AFL-CIO,  
WE ARE COMPRISED OF HUD LOCALS THROUGHOUT THE U.S.

<http://www.afgecouncil222.com>

**March 14, 2022**

### **Unfair Labor Practice Grievance on HUD changes in office mask and COVID testing protocols**

Dear HUD bargaining-unit employees:

This is to advise you that on March 7, 2022, AFGE Council 222 filed a national Unfair Labor Practice Grievance of the Parties due to the Department unilaterally implementing a change in conditions of employment on the masking rules in HUD offices and COVID testing protocols. A copy of the grievance is attached.

These and many other safety protocol issues were being negotiated by the Union with the Department since November of 2021 and were paused at the request of HUD Management to allow the Department and the Union to begin negotiations on the Department's new Flexiplace Policy (i.e., expanded telework and remote work). In bad faith, Management prematurely changed the mask and COVID testing policies prior to completion of bargaining with the Union, which is a violation of law (an Unfair Labor Practice under the Federal Service Labor-Management Relations Statute) and our HUD-AFGE collective bargaining agreement, Article 49 on mid-term bargaining.

HUD employees' safety and health are the highest priorities to the Union. We will not agree to any policy or practice by HUD that will endanger employees. The goal of the Union in bargaining with HUD Management for office safety protocols is to maximize employees' safety and health and not to take unnecessary risks in formulating policies that seem to the Union to minimize the dangers and risks of breakthrough COVID in HUD offices. You have my commitment to zealously protect your safety and health.

In solidarity,  
Salvatore T. Viola  
President  
AFGE Council 222

Check out our website: <http://afgecouncil222.com>

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*If you have specific questions concerning this e:alert, please contact your Local President.*

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*This e:alert is for HUD AFGE bargaining unit employees*