



National Council of HUD Locals – Council 222

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES AFFILIATED WITH AFL-CIO

WASHINGTON, DC 20410-0050

<http://www.afgecouncil222.com>

March 24, 2021

Attention REAC Employees

On March 23rd, there was an all REAC employee meeting. The Union received less than 24 hours' notice of this meeting.

The Management Officials who held the meeting claimed that their goal is to provide improvements in REAC, including changes in job duties and to that end was starting a data gathering process with Office of Personnel Management (OPM). It was also noted that OPM would also make "recommendations" impacting REAC employees' job duties.

The Union was never aware of any interagency contract with the Office of Personnel Management (OPM).

It is obvious the contract with OPM was initiated during the last administration.

At this REAC employee meeting, Management was vague on what changes are being pursued. Management refused to answer what specific data OPM is collecting or how it was being collected or why data is being collected.

In fact the meeting only left the Union as confused as the REAC employees who attended. Yet Management offered employees the Employee Assistance Program (EAP) to deal with the stress of change.

What change? What data is OPM collecting? Is Management contracting out REAC work? Why do you need EAP if there is something positive happening to your career?

We've been down this road before. Over the years when employees have experienced the Multifamily Transformation, the PIH Single Point of Contact (SPOC) etc. etc. they never involved the Union in the pre-decision process.

So if Management invites you to have a conversation about what needs to be changed, and doesn't call it an official meeting, if you can, let your Union Representative know before the meeting takes place.

Article 4, Section 4.03 of the HUD/AFGE Agreement states:

(1) The Civil Service Reform Act of 1978 provides that the Union shall be informed of and entitled to at least one representative or more by mutual agreement, at all formal discussions between one (1) or more representatives of Management and one (1) or more unit employees, or their representatives, concerning any grievance, personnel policy and/or practice, and other general conditions of employment. The Union has the exclusive right to name its representative and may participate and ask questions, as appropriate. (2) Meetings held for the purpose of making a statement or announcement and not to engender a dialogue, if they meet the Federal Labor Relations Authority (FLRA) criteria, are formal discussions. It is not necessary that a meeting propose or result in a change in working conditions or personnel policies or practices to be considered a formal meeting. Direct communication is defined by prevailing FLRA case law.

When Management invites you to a talk show-like meeting with someone arbitrarily talking far too much or too long about “positive” changes in your job without providing specific information, it usually means something far more serious. Please inform your local Union representative when the Union is not in attendance. Take as many notes as possible.

This Union will continue to enforce your contractual and statutory rights no matter what “POSITIVE” changes are being sold to you.

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

Don't know who your Local President is? Go to <http://www.afgecouncil222.com/naboutus.htm> for more information.

This e:alert is for HUD AFGE bargaining unit employees