



National Council of HUD Locals – Council 222
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES AFFILIATED WITH AFL-CIO,
WE ARE COMPRISED OF HUD LOCALS THROUGH THE U.S.
<https://www.afgecouncil222.com>

March 27, 2023
HUD Agrees to Comply With CBA
Regarding Continued Service Agreements for Training

Dear Bargaining Unit Employees:

AFGE Council 222 is pleased to announce that HUD agreed to stop imposing Continued Service Agreements (CSAs) for training obligations outside the limits imposed by our collective bargaining agreement. HUD will also stop imposing Repayment Agreements for training.

The Union is happy that we were able to collaborate with the Agency to resolve this dispute amicably.

The Union brought the matter to the Agency's attention after the Office of General Counsel attempted to impose a CSA and a separate Agreement to Pay on employees who were obligated to take a two-day mandatory training course. (See our [eAlert](#) of February 2, 2023, "Don't Get Trapped by Training Repayment Agreement Provisions (TRAPs).")

Our contract specifically limits the application of a CSA to training courses or programs that are over 80 hours (Article 29, Section 29.11). Under a CSA, if a HUD-funded training course is over 80 hours long, an employee must remain in federal service for three times the length of training that exceeded 80 hours. The contract and CSAs require an employee to repay the Department's expenses related to the training if the employee voluntarily separates from the federal government before the continued service period ends. Our contract specifically prohibits imposing any repayment obligation other than a CSA (Article 29, Section 29.14(2)).

Council 222 appreciates the attention that General Counsel Damon Smith and OCHCO gave to this matter, and we look forward to working together constructively in the future.

Solidarity,

Sal Viola
President,
American Federation of Government Employees
HUD Council of Locals

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This e:alert is for HUD AFGE bargaining unit employees