

From: AFGE Council 222 <AFGECouncil222@hud.gov>

Sent: Wednesday, April 06, 2022 9:18 AM

To: HUD-AFGE-BUE-L@HUDLIST.HUD.GOV

Subject: Workplace Flexibilities Update



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>

April 6, 2022

Workplace Flexibilities Update

Dear Bargaining Unit Employees,

I am providing you an update on AFGE Council 222's ongoing negotiations regarding Expanded Workplace Flexibilities.

I believe in full transparency in my communications with all of you, whether you agree with the work of our Union or not.

The truth is, right now at the time of this e-alert, it's unfortunate to let you know Management is not working with us to finalize negotiations on expanded workplace flexibilities.

In fact, the actions of Management's Negotiation Team, particularly their Chief Negotiator, go against the Secretary and Deputy Secretary's messages about working in partnership with this Union.

The Secretary and Deputy Secretary may sincerely believe in working with the Union in accordance with their Boss, President Biden's Executive Order 14003. But the Employee Labor Relations staff operate as though Executive Order 14003 never existed. Unfortunately, the actions of their chosen Chief Negotiators turn the Secretary and Deputy Secretary's messages about working with the Union into hype.

The Union has been working hard negotiating the following supplements:

- COVID Safety Protocols
- Flexiplace which is based on remote work
- Expansion of Telework
- Space Management

We engaged the Federal Mediation Service for any issues we were at impasse. As a result, the Union and Management Bargaining Teams reached agreement over 95% of the Flexiplace, Telework and Space Management.

Yet, this was not good enough for Management. The Management Bargaining continues to hand us new forms, and new systems like Docusign and Electronic Flexiplace System (EFS).

The Union knows nothing about EFS and Docusign. Why? Because we never received Information for either of them. Management never provided official bargaining notice for either of these systems. It's a blatant violation of our Contract and the Federal Statutes that are designed to protect our bargaining rights so that your rights are protected. It's also a clear indication that there is a serious miscommunication between the Department's Employee and Labor Relations Division and Secretary Fudge's office.

The bottom line is HUD is not allowed to interrupt present negotiations. The Agency is obligated under HUD/AFGE Collective Bargaining Agreement to issue an Article 49 notice that spells out the changes from the previous form.

Instead, the Union is being held to an illegal practice and agreement to blindly agree to new forms and systems. And if we don't, Flexiplace, Telework and Space Management won't be signed and immediately implemented by Management.

It's bad faith bargaining to do this as we approach the finishing line to improving your lives through expanded workplace flexibilities and a safer workplace.

I don't know where these negotiations will end up. But I do know, this Union won't react to these threats. So this morning, the Union has submitted a grievance of the parties.

This Union continues to work tirelessly to improve and enrich your working environment. You and your families need to feel safe as this Pandemic continues. The COVID-19 cases are going up in some states, and health experts say the omicron BA2 sub variant is to blame. This variant is expected to grow as we enter the Passover and Easter Holidays.

I won't accept threats that provide only one side an advantage and potentially jeopardizes employees' rights. This Union will continue to fight for your rights.

I am hopeful I'll have better news in the coming days.

Sincerely,

Salvatore T. Viola
President
American Federation of Government Employees
National Council of HUD Locals

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

NOT REPLY to this email as this account is not monitored.

If you have specific 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.

To **UNSUBSCRIBE** from future AFGE Council 222 eAlerts send email to:
<mailto:AFGECouncil222@hud.gov> with "UNSUBSCRIBE" in the subject line

This e:alert is for HUD AFGE bargaining unit employees