

AFGE Council 222

From: AFGE Council 222
Sent: Wednesday, April 12, 2023 10:39 AM
To: HUD-AFGE-BUE-L@HUDLIST.HUD.GOV
Subject: New Hire Departure from HUD Surge under Sec. Fudge Administration
Attachments: 04.12.23ealert.pdf; HUD Pilot Stay Survey Results_.pdf



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.

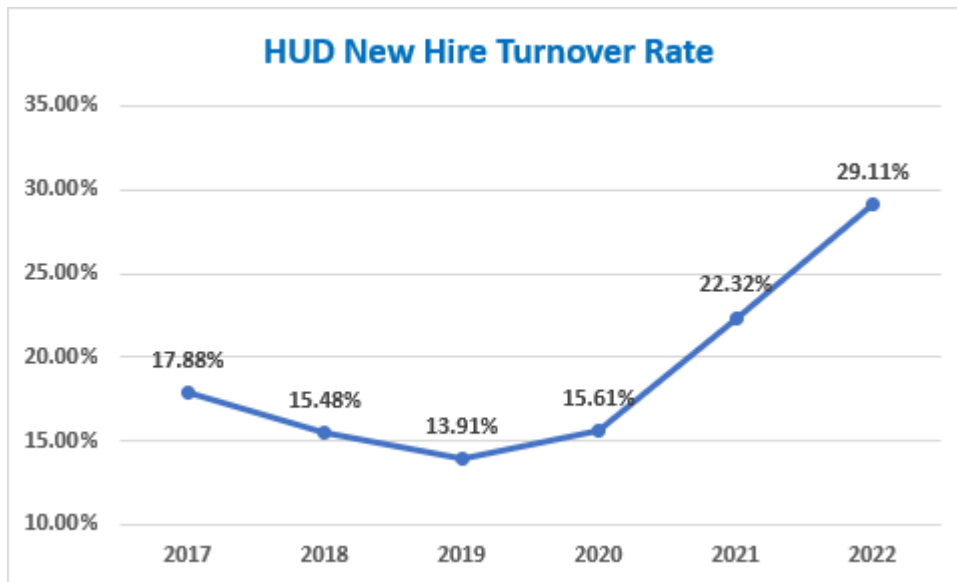
<https://www.afgecouncil222.com>

April 12, 2023

New Hire Departure from HUD Surge under Sec. Fudge Administration

Dear Bargaining Unit Employees:

According to HUD's Office of the Chief Human Capital Officer (OCHCO), **employee turnover rates are on the rise** for HUD employees who have been with the agency for 3 years or less:



Source: OCHCO

HUD's new hire turnover rate in 2022 was **more than double** what it was at the peak of the Trump/anti-government worker sentiment in 2019.

Under Sec. Fudge, the average new hire turnover rate climbed to 25.72% from an average of 15.72% under Sec. Carson.

- That's a **64% increase**.

- HUD is currently **losing more than one out of four—almost one in three—new hires** before they hit the three-year mark.
- ... and we're on an **upward trend**.

OCHCO conducted a pilot “Stay Survey” in February 2023 to identify the factors that are “proponents and detractors to the work environment.”

The survey asked questions about first-line supervisors and immediate teams. OCHCO appears to assume that it's the immediate supervisor's fault if employees want to leave.

The Stay Survey asked **NO QUESTIONS about HUD policies** (such as remote work), work-life balance, promotion potential, authority of first-line supervisors to make decisions, upper management support for first-line supervisors, or external factors such as IT support/equipment.

And considering it was a “Stay Survey” to figure out why recent hires leave HUD and how to encourage them to stay, it **failed to ask any relevant questions** such as:

- Do you plan to leave?
- What would make you want to leave (e.g., agency policies, promotion potential, pay, work-life balance)?
- What would make you want to stay?
- Are you aware of support functions such as Union, EAP, etc.?

In short...this survey is meaningless and won't help Sec. Fudge turn around the turnover trend. In contrast, your **Union is fighting to protect and enforce your rights, including all those aspects of work—such as remote work and telework, discipline, and performance appraisals—that matter most to you.**

See the attached survey results provided by OCHCO.

In solidarity,

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

Check out our website: <https://www.afgecouncil222.com>

Do Not Reply to this email as the mailbox is not monitored.

If you have specific questions concerning this e:alert, contact your Local President. Don't know who your Local President is?

Go to: <http://www.afgecouncil222.com/aboutus.htm>.

To **unsubscribe** from future 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