

Petry, Patricia M

From: AFGE Council 222 <AFGECouncil222@hud.gov>
Sent: Monday, April 17, 2023 11:48 AM
To: HUD-AFGE-BUE-L@HUDLIST.HUD.GOV
Subject: Council 222 Response to Deputy Secretary Todman's Organizational Health and Performance Message
Attachments: 04.17.23ealert.pdf; M-23-15.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 17, 2023

**Council 222 Response to Deputy Secretary Todman's
Organizational Health and Performance Message**

Dear Bargaining Unit Employees:

By now, I'm sure most of you have seen Deputy Secretary Adrienne Todman's message about OMB's recent memo on organizational health and performance. You may not have seen the lengthy OMB memo, so I've attached it for those of you who want to read it for yourselves.

In her message, Deputy Secretary Todman alluded to three points:

- OMB wants agencies to “continue to increase meaningful in-person work at headquarters and those positions throughout federal agencies that are customer facing.” The key word there is “meaningful.”
- At the same time, agencies still are expected to use “flexible operational policies” to recruit and retain personnel.
- And Deputy Secretary Todman spoke with Union leaders before she sent out this message.

Let me address that last point first. Deputy Secretary Todman did call me before sharing the information with HUD employees. Contrary to what her message implies, I did not agree to work with HUD leadership on implementing the OMB-guidance.

I fought hard for every employee to have Flexiplace arrangements. This includes both Remote Work and 4 Day Telework. I'm fully prepared for a National fight against any reduction of Telework.

I informed Deputy Secretary Todman that the Union expects HUD leaders to honor their contractual obligations, particularly in terms of remote work and expanded telework.

The first two points are a roundabout way of saying that OMB wants to increase in-office staffing levels while simultaneously offering flexibility. In other words, they only want to pretend to offer flexibility.

Deputy Secretary Todman told me—a little more bluntly than she stated in her message—that HUD's leadership intends to require employees to return to pre-COVID in-office staffing levels.

I made it clear to Deputy Secretary Todman that:

- We have contractual agreements related to both remote work and telework.

- The Union is fighting HUD's mass denials of remote work all the way to arbitration.
- Under Supplement 34, which expanded telework, employees only have to report to the office twice a pay period, unlike pre-COVID times.

OMB guidance does NOT supersede our contract. Even governmentwide rules and regulations cannot be implemented until after an existing contract expires—and guidance is far lower than rules and regulations. Furthermore, nothing in OMB's statement mandates an increase in in-office presence. It only raises the concept of "meaningful" in-person work. That doesn't seem to apply at HUD. For most employees, working in the office does not provide any "meaningful" benefits to either the agency or those we serve.

I also informed Deputy Secretary Todman that the Union is very upset with the Agency's bad faith bargaining and dishonest communications, which completely ignore employees' hard work and productivity both during the pandemic and in the present.

HUD employees have shown over the past three years that we can perform our duties and meet the Agency's mission effectively and efficiently while teleworking or working remotely.

If HUD moves to reduce telework, Council 222 will file a grievance of the parties and take the Agency to arbitration for repudiating and violating National Supplement 34 (expanded telework). We have already begun arbitration proceedings regarding HUD's violation of National Supplement 33 (remote work).

Solidarity,

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