

From: AFGE Council 222 <AFGECouncil222@HUD.GOV>
Sent: Wednesday, April 20, 2022 8:22 AM
To: HUD-AFGE-BUE-L@HUDLIST.HUD.GOV
Subject: OCHCO Flexiplace Violation



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 20, 2022

OCHCO Flexiplace Violation

Dear Bargaining Unit Employees:

The Workplace Updates provided by OCHCO violates Supplement 33, as well as misuse terms of what Union and Management agreed on.

The OCHCO announcement states *"the Department has expanded its workplace flexibilities to provide the option of expanded telework (reporting to the official HUD worksite at least 2 two days or more each pay period) and **remote work (teleworking full time)**, subject to management approval."*

WRONG. Remote work is NOT full-time telework. It is any telework arrangement where the employee does not go into a HUD office at least twice a pay period. If an employee goes in once a pay period, it is remote work but not full-time telework.

The OCHCO announcement states, *“employees should refrain from submitting new requests until the Agency has released the new policy, updated Flexiplace forms, and training.”*

WRONG. The Supplement went into effect on the date it was signed, April 11, 2022, not when they get around to developing training, updated forms, training and EFS. Yes, all requests must include the telework form (soon to be replaced by a Flexiplace request form) and the other two forms (Rules of Behavior for Remote Access User Agreement (HUD-22018) and Telework Self-Certification Safety Checklist (HUD-25229) which will be incorporated into the new Flexiplace form.

But the forms may be emailed until HUD gets its Electronic Flexiplace System functional. This Agency's Administration is notorious for poor time management skills. You don't have to have your request held up until Management gets around to developing anything they promise. They are bound by the Supplements they signed.

Once your request is made, management has 15 business days to approve or deny. During that time, management has the discretion to allow for telework while the flexiplace work request is under review.

As far as training, Management is engaging in bad faith implementation. Management now is planning some sort of new training when the supplement states that employees who took telework training, do not need to take the Flexiplace training.

Management has until noon today to correct their deficiencies.

I see all these meetings being scheduled because each Program Area Management is rushing to provide you incorrect information. If they don't reverse their

misinformation and your request has been denied based on the aforementioned, please let your AFGE local leadership know immediately.

In closing, it is my own opinion that the Secretary and Deputy Secretary are not paying enough attention to the surge in COVID cases across the country. This is due to the BA. 2 omicron variant, as well as BA.2.1 and BA.2.12 that appear even more infectious than the BA.2 subvariant. Instead, they continue to exercise poor judgment and are forcing employees to risk their lives by forcing them back into the office for two days per pay period. This window dressing being taken to improve the political appearance of HUD is unnecessary and dangerous. Only they know why the same practice which they have implemented the last two+ years can't continue. Wake up and see reality!

Instead, the Agency goes on unilaterally developing policies in risk of your health and safety which they know is the subject of a national Grievance of the Parties. Supplements 25 and 28 are still enforced until ongoing negotiations on Safe Workplace standards are completed.

Sincerely,

Salvatore T. Viola
President
AFGE National Council of HUD Locals.

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

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