

Petry, Patricia M

From: AFGE Council 222
Sent: Monday, May 03, 2021 8:53 AM
To: AFGE Council 222
Subject: FW: Supplement 28: COVID-19 Safe Federal Workplace Plan



National Council of HUD Locals – Council 222
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES AFFILIATED WITH AFL-CIO
WASHINGTON, DC 20410-0050
<http://www.afgecouncil222.com>
April 29, 2021

Supplement 28: COVID-19 Safe Federal Workplace Plan

Dear Bargaining Unit Employee,

This past year has been a challenge for HUD Bargaining Unit Employees, Managers, Agency Leadership and AFGE Council 222. Although you faced sickness, tragedy and unbelievable loss, HUD employees continue to have a penchant for perseverance despite tragedies and fears this COVID-19 Pandemic has brought. This Pandemic is an unseen enemy that continues to mutate and can strike at any time affecting our lives forever. Yet your hard work keeps this Agency productive.

Despite some internal critics of Telework, this Agency was the most productive as you successfully worked remotely from home.

AFGE Council 222 has made a commitment to advocate for your safety and health as you accomplish HUD's mission from safe controlled work environments to protect you and your family. Your health and safety will always be this Union's priority.

As part of this on-going commitment I am pleased to announce the successful negotiations with Agency Leadership of the impact and implementation of HUD's *COVID-19 Safe Federal Workplace Plan*. The negotiated provisions of this plan can be found in Supplement 28 of the HUD/AFGE Collective Bargaining Agreement on our website:
<http://afgecouncil222.com/CS/21supp28.pdf>

Here are just a few highlights of the 26 provisions of this Supplement:

- Until further notice it shall be voluntary for employees to return to the worksite instead of teleworking.
- In the future, when an employee is on approved official travel or employees who are directed to make face-to-face contact with the public, or expected to do so in the regular course of their duties, Management will provide the employee disposable N-95 masks or masks that meet or exceed N-95 mask standards.

- At the maximum level, the Department will endeavor to reduce and re-prioritize non-mission critical workloads to allow employees the capacity to perform mission critical work from their respective telework site.
- HUD shall not allow any office to go above the Occupancy Limit of 25% upon allowing voluntary entry for employees.
- Management agrees to presumptively grant reasonable accommodation requests related to COVID-19 illness at the time of the request. Appropriate documentation is to be provided once available.
- Management should consider to the maximum extent possible excusing brief absences due to the implementation of COVID-19 protocols in accordance with the HUD/AFGE Agreement, Article 15.

I'm honored to have served on the negotiating team with the following unbelievably knowledgeable and experienced individuals:

Antonio Carraway - Chief Steward Council 222, Chief Negotiator
Sajid Shahriar - Regional Vice President, Region 1
Ricardo Miranda, Council Steward for Regions 2,3 and 4
Tracy Vargas- Regional Vice President, Region 6

As Council President, I have formed AFGE Council 222's COVID-19 Pandemic Coordination Committee. We have negotiated that this Union Committee will be part of an established National Union/Management Coordination Committee to discuss the HUD COVID-19 Safe Workplace plan and related issues that will meet monthly or as needed.

I asked this Negotiating Team to serve on this Committee and I am grateful they accepted. Antonio will serve as the Committee Chairman for Council 222. These individuals represent the future of our Union Council and I thank them for the hard work they did to make the negotiations of Supplement 28 successful.

Should you encounter any difficulties during this time, please contact your [AFGE Local President](#) who will communicate directly with this Committee.

I wish you and your families safety and health as the COVID-19 Pandemic continues.

Salvatore T. Viola,
President
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Check out our website: <http://afgecouncil222.com/index.htm>

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Don't know who your Local President is? Go to <http://www.afgecouncil222.com/naboutus.htm> for more information.

This e:alert is for HUD AFGE bargaining unit employees