



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 29, 2022

Individual Grievances

Dear Bargaining Unit Employees:

Attached is a Word document that has three simple, sample scenarios; You can use whichever one applies to file individual grievances. They are:

1. You submitted a request for remote work or telework but management said they had to wait.
2. You submitted a request for remote work or telework but did not receive a response.
3. You did not submit a request for telework/remote work previously because management said not to do so.

Please edit/modify the attached grievance as needed.

If you want to work remotely or increase your telework days you should file a request immediately if you have not done so already. You should use the existing telework form (at <https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.hud.gov%2Fsites%2Fdocuments%2F25227.DOC&wdOrigin=BROWSELINK>) and simply fill in each day of the pay period with your desired schedule and location of where you intend to work. Employees will have trouble showing that they were harmed by management's policies if they do not ask for remote work or telework and have their request denied.

Please note that Supplement 33, Section 34 requires, "Any decision by Management to deny, modify, or terminate a remote work arrangement must be based on business needs, misconduct, or performance, not arbitrary or capricious reasons." That section obligates management to consider each and every employee's request and to provide a written response that explains why business needs prevent an employee from participating in remote work. If an employee did not receive a denial that is based on the employees' own duties and responsibilities, any blanket rejection of remote work for all personnel--especially after over 2

years of everyone working remotely--is clearly arbitrary and capricious, as it does not consider the nature of each employee's responsibilities and duties.

If you decide to file an individual grievance, please cc: your local President and provide him/her an immediate copy and it will be dealt with immediately.

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.

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This e:alert is for HUD AFGE bargaining unit employees