



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>

May 18, 2022

FLEXIPLACE VIOLATIONS

Dear Bargaining Unit Employees:

By now many of you have received emails and memorandums from Management making arbitrary pre-decisional denials of remote work before any employee applied.

Please ignore these pre-decisional denials of remote work.

These pre-decisions denials are in violation of National Supplement 33 Section 3 which explicitly states:

Employees shall make requests for remote work through their immediate supervisor (or designee or other Management official). Requests made through the EFS shall be directed to the employee's immediate supervisor (or designee or other Management official). The approving official for remote work arrangements (approval, modification, or termination) is the lowest level Management official designated by the Assistant Secretary (or equivalent) for the program office, following coordination with the program office Funds Control/Budget Officer.

Therefore, I urge you to apply for remote work if that is the flexible work arrangement you were intending to apply for. You have the right to make your own request based on the work you do and have been doing for the past two and a half years. Follow the negotiated guidelines stipulated in Supplement 33, its Supplement 33, Section 3.

As soon as you are denied remote work, please provide a copy of the written denial to your Local Union Representative. It must be immediately grieved.

If you were offered routine telework, please note that routine telework includes expanded telework which means "you are required to report to an approved HUD office at least twice per pay period. That's up to 4 days a week if your supervisor

disagrees. Your supervisors cannot make an arbitrary and capricious decision if they disagree. They must put it in writing and their reasons why they don't approve 4 days per week telework.

The Council will be filing a national Grievance of the Parties for all the pre-decisional denials of remote work for so many positions. It's obvious that these pre-decisional emails from different program areas are using the same form letter, clearly generated by OCHCO.

Remember Secretary Fudge and Deputy Secretary Todman's Administration continue to support of anti-employee and anti-Union personnel practices by relying on Employee Labor Relations and OCHCO Management Officials from the former Trump Regime. Nothing has changed since January 2021.

Sincerely,

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

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

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This e:alert is for HUD AFGE bargaining unit employees