



## **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 19, 2022**

### **Misinformation from HUD's Reasonable Accommodation Branch**

Dear Bargaining Unit Employees:

The Council has received complaints from immunocompromised Bargaining Unit Employees that HUD's Reasonable Accommodation Branch is informing employees that the Secretary is putting a hold on any new requests for remote work or telework as a reasonable accommodation and they have to go through the remote work or telework application process as the other employees.

That is misinformation. It's a violation of the Americans with Disabilities Act (ADA). It also violates Article 45 of the current HUD/AFGE Collective Bargaining Agreement.

Changing the location where work is performed does fall under the ADA's reasonable accommodation requirement of modifying workplace policies, even if the Department never had a Remote Work or Telework Program in place. Once again, former Trump Administration Officials who now run OCHCO are authorizing misinformation to be conveyed to Bargaining Unit Employees.

According to the Centers for Disease Control and Prevention (CDC), people who are immunocompromised may have a higher risk of becoming severely ill, especially with COVID. This risk is because a weakened immune system may be limited in fighting off diseases and virus such as COVID effectively.

You may be immunocompromised if you have a medical history of conditions including but not limited to:

- A long history of taking corticosteroids or other medications that can weaken the immune system
- An immune deficiency
- HIV or AIDS that is poorly controlled
- Undergone a bone marrow or organ transplantation
- Undergone Cancer Treatment

- Prior COVID that has caused immunity health problems

If you are immunocompromised, you can request telework or remote work even if you received an email that your position does not support remote work. Think of it. If your position does not support remote work as a reasonable accommodation, what location have you been performing work from for the past 2 1/2 years?

Don't fall for the misinformation coming from the Reasonable Accommodation Branch or Management. Contact your Local Union Official immediately if you have any concerns .

Next week in another e-alert I will go through the Reasonable Accommodation process your manager and the Reasonable Accommodation Branch are contractually obligated to follow.

Sincerely,

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

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*This e:alert is for HUD AFGE bargaining unit employees*