

**From:** AFGE Council 222 <AFGECouncil222@hud.gov>  
**Sent:** Tuesday, June 7, 2022 8:12 AM  
**To:** HUD-AFGE-BUE-L@HUDLIST.HUD.GOV  
**Subject:** CORRECTION TO MORE OF MANAGEMENT'S FLEXIPLACE MISINFORMATION



**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>

**June 7, 2022**

## **CORRECTION TO MORE OF MANAGEMENT'S FLEXIPLACE MISINFORMATION**

Dear Bargaining Unit Employees:

Unfortunately, Management continues to submit misinformation on Flexiplace. It seems that Management has a penchant for doing this on a Friday evening after 6PM Eastern Standard Time. I leave it up to your imagination as to why this is so.

Anyway , this is the correct information to the misinformation Management has provided last Friday:

*AFGE bargaining unit employees are not subject to any deadline for either entering prior telework agreements in DocuSign or for requesting new Flexiplace arrangements. **AFGE bargaining unit employees do NOT need to report to the office every day if they do not submit a new HUD 25228 Flexiplace Application by June 6. If employees wish to continue working under the telework arrangements they had in place before HUD implemented mandatory telework in March 2020, they may do so regardless of whether they have submitted a new HUD 25228. Additionally, as a clarification, please note that entry of previously approved telework agreements through DocuSign using the new HUD 25228 form is not a request for approval but merely documentation of a previously approved arrangement.***

National Supplement 33, Section 24, states:

*No Recurring Applications. Once a bargaining unit employee has been approved to participate in a Flexiplace arrangement, Management shall not require an employee to reapply or to sign a new agreement in order to continue with the same approved arrangement. Existing Flexiplace participants will be required to enter their approved agreement information in the EFS system once implemented.*

Article 18 of our collective bargaining agreement, as amended by National Supplement 34, provides at Section 18.04(4):

*Telework agreements are not required to be renewed once they have been approved. They remain in place until either party decides to modify or terminate the agreement. The telework agreement in place at the time of the implementation of this agreement will remain in effect unless the employee is no longer eligible for telework.*

While AFGE Bargaining Unit Employees will need to document those previously approved arrangements in DocuSign (which appears to be the new Electronic Flexiplace System), our contractual agreement does NOT impose any deadline, such as June 6, for you to do so. Additionally, employees who wish to request a new Flexiplace arrangement may do so at any time; until they do, their prior telework agreements continue regardless of which form they used. They do not need to submit a request by May 23, and requests submitted after that date may not be penalized for being "late."

HUD program areas and local offices may not impose their own deadlines, as Article 18, Section 18.01(2), as amended by National Supplement 34, states, "*No individual office or program area is authorized to establish a telework policy or modify or amend the HUD Flexiplace Policy dated January 10, 2022, without the written approval of the Chief Human Capital Officer and/or the fulfillment of bargaining obligations with HUD AFGE Council 222.*"

As a further reminder, should Management decide to terminate or modify employees' previously approved telework agreements (other than at an employee's request), Management must not only comply with its contractual obligations regarding notifying employees and providing appropriate reasons, but must also notify the Union regarding changes in employees' conditions of employment.

I thank Jerry Gross, Mid-Term Bargaining Chair, Council 222 for breaking down the provisions of the Provisions of our Contract and its Supplements for this E-Alert.

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*