



**National Council of HUD Locals – Council 222**  
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES AFFILIATED WITH AFL-CIO

WASHINGTON, DC 20410-0050  
<http://www.afgecouncil222.com>

**July 20, 2021**

**Important Message Regarding Visioning Sessions:  
Future of Work**

Dear Bargaining Unit Employees,

As you know Management is conducting Visioning Sessions - Future of Work this week. The AFGE Council of HUD Locals strongly recommends that you do not participate in these sessions.

While the Union appreciates the Agency's interest in soliciting employee opinions, HUD has chosen to ignore the existing vehicle for exploring change at HUD: Article 59, Workplace of the Future. The Agency has violated Article 59, Section 59.04 of the HUD/AFGE Collective Bargaining Agreement (the Contract) which requires the creation of a joint Workplace of the Future Committee that includes two representatives from each of the Council and HUD.

No matter how you feel about the Union or if you're a new employee, please note that we have been down this road before with prior Administrations.

Prior Administrations only used the employees' comments that literally supported their already planned agenda to deflect attention from the real issues adversely affecting your work, your life and your families' lives. Examples of these "studies" resulted in the disastrous Multifamily Transformation and the Small Offices Closings.

Our contract encourages HUD to "create a mechanism, such as a website link or mailbox, in order for the employee to communicate their ideas," that mechanism is required to direct those ideas to the joint Workplace of the Future Committee, not just unilateral communication to management as is planned through the Future of Work meetings.

Management refused to form a committee with the Union. They only gave us official notice to be there at the meetings. Why, you may ask?

The answer is that the Union would make sure **ALL** your concerns, both positive and negative would be addressed, as the Union lawfully is the exclusive representative of the HUD Bargaining Unit as prescribed in 5 U.S.C. §§ 7116(a)(1) and (5).

The Union hoped that a new Administration in HUD would work with us.

Instead, Management has displayed a completed lack of willingness to engage with the Union to “explore different ways of working” or “explore the future of work at HUD together”.

The employees continue to be plagued with obvious problems that affects them now and in the future that don't require employees' vision of the future. Management has done nothing to address them.

These include, but are not limited to:

- Severe understaffing in all program areas. Employees are expected to do more work with less employees, less time and less training.
- A poor performance appraisal system, that doesn't recognize the amount of work employees are performing and their true performance despite extenuating circumstances that adversely affect them.
- A lack of promotional opportunities for our existing HUD employees who have successfully met the challenges of this Agency. Employees with great institutional knowledge have to train newly hired outsiders who have higher grades, making more money.

Finally, HUD Management failed to advise the Union of who is expected to attend the meeting sessions, such as which managers will attend each, who will facilitate the meetings, and how many Bargaining Unit Employees can attend each session. Instead, the proposed sign-up email merely states, “each session has a maximum number of attendees, and registration will be locked once the maximum has been reached. So your opportunity to be heard may never happen.

I hope you strongly consider not participating in the Visioning Sessions Future of Work.

I appreciate the time you took to read this important message.

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*