



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>

July 20, 2021

INTERESTING RESPONSES FROM THE UNION'S EMPLOYEE RETURN TO WORK SURVEY

While Management continues with its' Visioning Sessions- Future of Work planning, the HUD Council of AFGE Locals is successfully implementing its Return to Work Survey. We thank you for your support and participation. If you haven't participated in the Union's survey yet, there is still time to communicate your thoughts, concerns, and worries. Please use the link below to complete the survey to tell the Union what is important to you **by July 29, 2021.**

<https://forms.microsoft.com/g/CzWxu2QHq9>

This survey should take you about 10 to 15 minutes to complete. It is confidential and anonymous. We don't collect your name unless you want to include it at the end. Your response will go to a non-HUD account.

We have already received responses from half of the Bargaining Unit Employees within AFGE Council 222's (the Union) jurisdiction. The Union also received emails from Bargaining Unit Employees that articulate their concerns regarding returning to their offices.

Clearly, there continues to be a great amount of anxiety and frustration among Bargaining Unit Employees regarding HUD Management's future plans for employees to return to their offices.

- Almost half of the employees are at high risk for Covid due to age/health conditions. A substantial amount of employees reside and care for someone who is at high risk.
- Many of our Bargaining Unit employees have a health condition that prevents wearing a mask all day.
- Over 75% of the employees teleworking during the pandemic improved their productivity. It should also be noted that the latest Inspector General's report as well as HUD clients' comments have shown an increase in productivity from HUD employees who work remotely from their homes. These employees also say distance from their supervisor did not adversely affect their work.
- Almost 100% of Bargaining Unit Employees claim that utilizing TEAMS and Zoom definitely meet their needs for participating and conducting meetings.
- An overwhelming majority of employees claimed that the elimination of the stress of commuting improved their productivity and improved their work-life balance. The elimination of the stress of contracting COVID-19 while commuting was a huge relief and boosted employees' morale and performance.

The fact is that teleworking during the COVID-19 Pandemic has proven to be successful.

The more serious fact is The Covid **Delta Variant** is now spreading around the Country and Management has yet to announce plans to address how it can plan to reopen offices given the increase of COVID-19 in every State of our Country.

We don't need to waste time with Visioning Sessions - Future of Work to see the obvious. Employees have been successful in working from home and the Secretary should allow this to continue and work with the Union in developing a permanent plan.

In other words: **DON'T MESS WITH SUCCESS!**

The Secretary should also authorize funding to make sure employees have what they need to work from home. These needed items include but are not limited to:

- printers, ink, paper;
- reimbursement for postage;
- monitors;
- a work cell phone to protect privacy (personal phone numbers) when making business calls, especially to non-HUD offices and people.

If employees choose to voluntarily return to offices it should be noted that our Union survey indicates that over 50% of employees are very concerned that adequate safety protocols are still not in place to protect them enough from COVID and many employees overwhelmingly want all of the safety protocols in place including but not limited to daily disinfecting by cleaning staff, hand sanitizer stations; supplies to do it yourself, and air purification systems. Many employees also expressed they do not want to participate in sharing cubicles with other employees to save office space or have their work schedules unnecessarily altered.

I am hopeful that Secretary Fudge, her advisors and Employee Labor Relations staff take our survey results very seriously and work with the Union.

I can promise you that the Union will continue to stand it's ground when it comes to guarding your safety and protecting you and your families during these challenging times as we wait to bargain the Agency's Return to Work Plan.

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