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From: AFGE Council 222
Subject: PIH Single Point of Contact



National Council of HUD Locals – Council 222

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES AFFILIATED WITH AFL-CIO

WASHINGTON, DC 20410-0050

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PIH Single Point of Contact

Brothers and Sisters,

Many of you have heard that Public Housing employees received notice of a meeting this Thursday, during which PIH employees will be briefed on the new “Single Point of Contact business model.” Attached to the meeting notice is a new “training schedule” for the many new duties that will be assigned to PIH employees nationwide.

AFGE is in the middle of negotiations with management on this new initiative. A mediator has been called in to help the Agency and the Union work through their points of disagreement. Dates to continue this process were requested by the Union, with no response from management. Instead, management has decided to just move forward without addressing the employee concerns raised by the Union.

As many of you will soon find out, the “Single Point of Contact business model” means that PIH employees will be assigned multiple jobs. Management plans to expand job duties. Training for these new job duties will be truncated and inadequate, setting employees up for performance issues. For example, employees assigned to a new “Portfolio Management Specialist” position will receive two hours of training on compliance reviews, two hours of training of PHA budget analysis and two hours of training on grants management, to name a few.

This wide-scale reassignment of Public Housing personnel to new job duties and new position descriptions is ill-advised, poorly planned and directly contrary to the statements made by Chief Operating Officer David Eagles at today's Town Hall. When asked about reassignments, Mr. Eagles stated that he "couldn't answer the question" about reassignments, even though the Single Point of Contact roll-out meeting is scheduled for tomorrow.

This is what you can expect from the new "HUD Reform" effort. We expect to see more of this as HUD "Reform" progresses – more burdens being put on front line employees with no additional resources or training to perform newly assigned duties. Make no mistake, the Single Point of Contact initiative is setting employees up for failure. It can take months if not years to be trained in some of these new job functions. These are reassignments, plain and simple.

Management's refusal to honor its contractual and statutory obligation to negotiate is yet another example of what we have come to expect from OCHCO's "Employee and Labor Relations" Division – a refusal to acknowledge employee concerns and work to resolve them. You have seen over a half dozen "postings" over the past year and a half, notices posted on bulletin boards or sent by email containing management's acknowledgement that they will not violate the Federal Labor Relations Statute and will not refuse to bargain with the Union. And yet, they have again refused to negotiate a vital issue that will affect you as employees.

AFGE will be filing another Unfair Labor Practice charge on the Single Point of Contact initiative. I encourage all affected PIH employees to keep a record of how they are adversely impacted by the new Single Point of Contact model, as this information will be helpful in the Unfair Labor Charge proceedings

Holly Salamido
President, Council 222 of HUD Locals

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