



National Council of HUD Locals – Council 222
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES AFFILIATED WITH AFL-CIO,
WE ARE COMPRISED OF HUD LOCALS THROUGH THE U.S.
<https://www.afgecouncil222.com>

January 2, 2024
FAREWELL TO A TRUE UNION WARRIOR

Dear Bargaining Unit Employee,

This E-Alert is written today with a heart full of joy and admiration as we honor and celebrate the remarkable union career of Jerry Gross.

With much happiness for Jerry, his wife Andrea, and family, and sadness for us, we announce that AFGE Council 222 Mid-Term Bargaining Committee Co-Chair & Steward and long-time AFGE Local 476 Steward, Jerry Gross, is retiring on January 2, 2024, after 42 years of federal service to the United States government and its citizens and residents, and approximately 15 years of service to us HUD employees as an AFGE union representative.

A graduate of State University of New York (SUNY) Stonybrook and Georgetown University Law School and licensed attorney, Jerry came to HUD in 1985 to work as a lawyer in the Office of General Counsel, where he was involved in a wide variety of legal work that included details to Justice and SEC. Jerry investigated and prosecuted mortgage and securities fraud, insider trading, and public corruption; he recovered millions of dollars for the government. He also served as HUD's tax and intellectual property lawyer and helped launch new programs such as Ginnie Mae's REMIC program.

After about 25 years practicing law in OGC, Jerry served as a Union representative for the last 15 years.

We were so fortunate to have Jerry serve, protect, and expand HUD employees' rights and benefits under our collective bargaining agreement (CBA), laws, rules, and regulations for so many years with his amazing research, writing, bargaining, and representational skills. Jerry has had so many victories and accomplishments for AFGE that it is hard to list them all, but here are some of the most important recent ones:

- As a chair of the Mid-Term Bargaining Committee, he wrote countless demands to bargain, bargaining proposals, and counterproposals that became CBA supplements in which he often served on the Council's bargaining team including as Chief Negotiator. Four of the most recent important negotiations and Supplements include Covid-19 return to office, vaccine mandate, and safety protocols, remote work and expanded telework, OGC financial disclosure, and space management, which prevented HUD from reducing employees' office space rights already negotiated in our contract.
- He was an indispensable team member for the 2015 CBA contract negotiations especially writing and bargaining Article 47 on official time and for the 2018-2020 term-contract negotiations, which fortunately for us there was insufficient time for the Trump Administration to get the hostile, anti-employee labor contract implemented that would have drastically reduced our employee rights and benefits.
- Jerry was also a critical technical advisor to AFGE legal rights attorney, Javier Soto, providing feedback and case law research in writing the closing brief for the 2018-2020 term-contract negotiations official time arbitration case that we won.
- He wrote or co-wrote every national grievance of the parties the Council filed from 2020-2023 including settling the performance awards arbitration case stopping HUD from trying to end the policy and past

practice of paying performance awards even if employees didn't work the full fiscal year including upon resignation or retirement.

- As AFGE Local 476 Steward, he single handedly wrote each grievance and saved 17 information technology bargaining-unit employees' jobs in Headquarters who HUD was trying to fire for performance.
- Served as a technical advisor for the AFGE Local 1568 & AFGE Council 222 merit promotion arbitration case.
- On a timely basis and with grace, he would provide to Local union representatives research assistance with case law and representational advice on potential grievances on contract violations for individual employee cases and changes in working conditions for possible mid-term demands to bargain, etc.

Jerry's federal career is the epitome of public service and service to others, especially people in distress and need. We have been honored to know, work, and serve with Jerry as AFGE Council 222 union representatives for so many years and call him our union brother and close friend fighting the good fight for employees' rights. As they say in Spanish, Jerry "es un alma de Dios." [a soul sent to us by God to help people].

Jerry, Your leadership, wisdom, and kindness have been a source of inspiration for all who have had the privilege of working with you. Your impact on the American Federation of Government Employees, National Council of HUD Locals, its officers and the HUD Bargaining Unit is immeasurable, and your legacy will continue to resonate long after your departure.

As you savor this well-deserved milestone, know that you carry with you the respect, admiration, and warmest regards of all those whose lives you have touched. We are grateful for your contributions, and we look forward to witnessing the next chapter of your extraordinary journey.

Congratulations, and best wishes for a fulfilling and joyous retirement!

Yours in Eternal Friendship,

Ricardo Miranda
Mid-Term Bargaining Committee Co-Char
Chief Steward, Regions 2, 3 & 7,

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

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This e:alert is for HUD AFGE bargaining unit employees