



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>

November 15, 2022

HUD's NEW LOW TACTIC TO DENY REMOTE WORK

Dear Bargaining Unit Employee:

AFGE Council 222, its officers, representatives, and members deplore and denounce the Agency's deceptive use of plagiarized, generic language from a consulting firm to justify denying employees' requests for remote work, despite managers' obligation to evaluate individual workers' situations. Virtually every denial of a step 1 remote work grievance included the same sentence, presented as the deciding official's own words:

The sense of belonging, common purpose, and shared identity that inspires all of us to do our best work gets lost with 100% remote work and we want to ensure our organizational performance does not deteriorate.

That statement uses the same wording that was in a 2020 *McKinsey Quarterly* [article](#) (and quoted in a [HRReporter.com](#) 2022 [editorial](#)) about the challenges of hybrid work environments:

The sense of belonging, common purpose, and shared identity that inspires all of us to do our best work gets lost. Organizational performance deteriorates accordingly.

Presenting someone else's ideas or words as one's own is plagiarism. It's a dishonest, unethical act that has been likened to stealing.

Managers have rejected your remote work requests and grievances based on this hypothetical and unproven assertion about "belonging, common purpose, and shared identity." They claim to know what "inspires" you to do your best work. But their argument is completely subjective, speculative, and unsupported by any data; it is nothing more than an expression of managerial preference.

Our best work does not get lost with 100% remote work. It gets lost when senior leaders fail to behave ethically and honestly. We expect our government officials to meet the highest standards of ethical behavior, but our senior leaders let us down when they don't even meet the minimum standard to which students are held.

As President of AFGE Council 222, I call on Secretary Fudge and Deputy Secretary Todman to demand that our top managers behave ethically and honestly. Stop blaming employees for your failures. Organizational performance deteriorates when we can't trust our leaders to be honest and ethical.

Sincerely,

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

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