



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.

<https://afgecouncil222.com>

March 15, 2024

Telework agreement and language you may use

Dear Colleagues,

As many of you may know, senior management officials in Housing's multifamily division have instructed bargaining unit employees they are required to return to the office at least 2 days a week/4 days a pay period.

The deadline for submission of new Flexiplace Agreements is approaching. First line Supervisor(s) have indicated that they have already been given the steps to take, by Headquarters managers, on the March 18th for staff that have not signed the new agreements. Whatever those steps are, they should be consistent with Article 12 of the attached Collective Bargaining Agreement.

Additionally, management may attempt to terminate your existing Telework Agreement entirely. For now, we suggest that you hold off until the last minute on submitting a new Telework Agreement. Currently, a new Flexiplace Agreement is not required to be submitted until March 18, 2024, with an effective date of March 24, 2024. You can wait until then to submit or see if a resolution has been reached prior to that date.

So far, a resolution has not been reached, as management has been reluctant to acknowledge your collective bargaining rights. If no new guidance is received by March 18, 2024, the Union recommends that you comply with the directive by submitting the new Telework Agreement. If you are comfortable doing so, we also recommend that include the language below on the new Agreement.

"I, [Your Name], am signing this new telework agreement under protest. My signature does not constitute an acceptance of the terms outlined herein, and I reserve all rights to grieve the terms of this new agreement in accordance with the 2015 HUD-AFGE Collective Bargaining Agreement."

Always in Solidarity,

Antonio F. Gaines
President
AFGE Council 222

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This e:alert is for HUD AFGE bargaining unit employees