

Robinson, Ashaki

From: Raymond, Daniel P
Sent: Tuesday, May 27, 2025 1:20 PM
To: Bobbitt, Veronica S
Cc: Gaines, Antonio; Horton, Kimberly A; Shahriar, Sajid A; Carter, Cynthia F; Robinson, Ashaki; salafge; Fernandez, Claudette; Michalski, Lori A; Herndon, Thomas A; Ausen, Jason W; Bailey, Michael I; Boucher, Anthony A; Miller, Troynicia; Hernandez, Alejandro
Subject: RE: Voluntary Reassignment HQ to Field (Deadline Mon, June 2)

Hi Veronica,

I believe I have addressed these very concerns in my other response, but to ensure consistency I will also respond here.

I also hope the meeting today helped clarify the specific nature of this situation. CPD is **asking** BUEs if they want to **volunteer** to be reassigned to an open vacant position in CPD. There is no exercising of a management right such as a management directed reassignment.

As I stated in my other email response, are you asking what contractual or regulatory authority CPD has to solicit interest from BUEs on voluntary reassignment opportunities? If that is what you intend, Management's authority to solicit interest in voluntary reassignments would not come from any collective bargaining agreement as Management's authority comes from Law with authorities delegated down from the appropriate level to an appropriate subordinate level. For this specific situation, please see 5 U.S.C. § 7106. But also to clarify, we provided notice under CBA Section 4.04, as the topic(s) appeared to potentially meet the definition of a formal discussion even though the purpose or result was not a change in working conditions, conditions of employment, or personnel policies or practices. Management is not exercising a right under 7106. These are not mandatory (aka management directed) reassignments and employees are not required to submit any response to the solicitation of interest.

As management is not exercising a management right, and there are no changes in conditions of employment, personnel policies or practices, Article 49 does not apply. Which is why the Union was not engaged for any impact and implementation bargaining. Therefore, management respectfully declines to cease and desist offering voluntary reassignments to CPD BUEs.

Also, in the future, to ensure the Agency can track and respond timely to the Unions, please ensure you include the Agency's dedicated representatives to the Unions on your correspondence with Management.

For now that would be me, Jason Ausen, Michael Bailey, Anthony Boucher, and Troynicia Miller.

Please let me know if you have any further questions.

Best,
Dan

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From: Bobbitt, Veronica S <Veronica.S.Bobbitt@hud.gov>
Sent: Tuesday, May 27, 2025 7:04 AM
To: Fernandez, Claudette <Claudette.Fernandez1@hud.gov>; Michalski, Lori A <Lori.A.Michalski@hud.gov>
Cc: Gaines, Antonio <Antonio.Gaines@hud.gov>; Horton, Kimberly A <Kimberly.A.Horton@hud.gov>; Shahriar, Sajid A <Sajid.A.Shahriar@hud.gov>; Carter, Cynthia F <Cynthia.F.Carter@hud.gov>; Robinson, Ashaki <Ashaki.Robinson@hud.gov>; salafge <salafge@outlook.com>
Subject: Voluntary Reassignment HQ to Field (Deadline Mon, June 2)
Importance: High

Hello Claudette,

As the Chief Steward for AFGE HUD Council 222 I am reaching out to understand the nature and contractual/regulatory authority that the Agency is using to notify Bargaining Unit Employees (BUEs) of the below reassignments.

No one in CPD or ELR, including you or Lori's staff, has attempted to discuss these issues, mainly Impact & Implementation, with Council 222. The Agency introduced the DRP 1 & 2 without notice from the Union and ultimately approved each of these positions to discontinue all work assignments while employees be being paid their full salaries. Now, those who did not elect to leave are being asked to uproot and hastily select job in the field to fill the gaps in mission and service.

CPD leadership and ELR management is respectfully requested to **cease and desist** on any efforts to request BUEs take "voluntary reassignments" until the full scope of this initiative is discussed in detail with the Council. Of course, the Agency has authority to move forward with non-BUEs and any management officials' reassignments, however, the Union requests to have an active role in this matter as it pertains to BUEs.

Respectfully,

Veronica Bobbitt

****UNION BUSINESS****

From: Fernandez, Claudette <Claudette.Fernandez1@hud.gov>
Sent: Friday, May 23, 2025 11:07 AM
To: HQ_CPD <HQ_CPD@hud.gov>
Subject: Voluntary Reassignment HQ to Field (Deadline Mon, June 2)
Importance: High

Hello CPD HQ (including HQ out-stationed staff),

We share a common goal of ensuring CPD can deliver its critical statutory functions and explore every possible option so our programs can continue to reach those we serve. As you may know, about 40% of our staff voluntarily signed up for the Deferred Resignation Program (DRP) and they are now on administrative leave as of this week. Much of those who participated are in the Office of Field Operations (OFO) where critical customer service, execution, oversight, and performance of our over \$150 billion open grant portfolio are administered. In addition, OFO is responsible for delivering CDBG-DR and executing FY25 appropriations which includes the \$5.6 billion formula programs that were announced on May 14th. In anticipation of the Hurricane and Wildfire Seasons, they are also our frontlines in ensuring communities and grantees have the support they need to recover. For these reasons, we must prioritize rebuilding capacity in OFO and immediately cover skill gaps and critical functions.

OFO did their due diligence to assess and implement triage plans to address critical vacancies using their remaining staff. In closely working with me and other CPD leadership, we learned that certain Regions and Field Offices have lost serious staffing capabilities. In some cases, supervisors are left with no staff or staff are left with no supervisors or offices are left with nobody to keep programs delivered. To immediately address these critical functions and skill gaps, I have asked OFO to identify their high-risk most critical vacancies and work with the Office of Grant Programs, Office of Special Needs, Office of Operations, and Office of Economic Development. After working with these offices and in consultation with the Department, I am implementing a voluntary reassignment to open possibilities for CPD HQ and out-stationed employees including (management, bargaining, and non-bargaining staff) to have a choice to apply and reassign to one of OFO's critical vacancies. I understand the staffing impacts this may impose on our HQ teams – this is a fluid situation, please be patient as we all find ways to also streamline how we do business. This is purely **VOLUNTARY**. This voluntary reassignment is a chance for HQ staff to experience Field work, be closer to the communities, or a chance to return to their roots and be closer to family. Your talents are invaluable – whether you sit in HQ or Field – your contributions will continue to propel CPD forward. I want to specially thank Tennille Parker, Acting DAS for Field Operations, for immediately taking actions to partner with HQ colleagues and stabilize the Field.

Next Steps: On May 27, 2025, at 11am EST, an office hour is scheduled to answer any questions you may have. Use the holiday weekend as a chance to reflect on whether this is an opportunity you'd like to consider and apply. Application alone does not guarantee placement in OFO, but it's a step to get interviewed and explore options based on qualifications.

Frequently Asked Questions:

1. **Who is eligible to apply?** HUD HQ staff (*including out-stationed HQ staff from program offices, e.g., Environment, Relocation, etc.*) who are passionate about serving communities, interested in exploring a new opportunity, and able to move to a field office.
2. **Why is this an opportunity for you?**
 - Work directly with communities.
 - Tour the projects you helped with!
 - Engage with local governments, nonprofits, and private sector organizations partnering with HUD to help communities thrive.
 - Potentially move closer to your family.
 - Potentially reduce your commuting time to your HUD office.
3. **What are the OFO reassignment opportunities, and where?** See the *Voluntary Reassignment Opportunities* attachment for the complete list of position, by location. These include:
 - CPD Representatives
 - Senior CPD Representatives
 - Financial Analysts
 - Senior Financial Analysts
 - Program Support Specialists
 - Regional Sr. CPD Representatives
 - Regional Sr. Financial Analysts
 - Program Managers
 - CPD Directors
4. **What are the types of things individuals in these positions work on?** See the *CPD Field Roles* attachment for descriptions of the work performed for each of the positions.
5. **What are the Key Points to consider before applying?**
 - *Reassignment is voluntary and permanent. This is not a temporary detail opportunity.*
 - Reassignments are subject to OCHCO's validation of qualifications. You must be qualified for the role you would be moving to.
 - You can request more than one field office and/or position if you would like to be considered for these roles and locations.
 - Promotions are not permissible and will not be considered. You cannot select a position that is higher than your current grade.
 - Non-supervisory GS-14s may express interest in supervisory positions. However, promotions to GS-15 are not permissible under this process.
 - Reporting in-person to the field office will be required after a specified period. In the time leading up to your relocation, you will still be expected to comply with in-office reporting requirements at HQ or your existing out-stationed field office.
 - Relocation costs **will not** be reimbursed.
6. **What's the timeframe?**
 - Solicitation of interests (survey link below) and resume submission must be completed no later than Monday, June 2, 2025.
 - OFO conducts interviews June 10-13, 2025.

- Selected candidates will be notified in mid-June 2025.
- Reassignment to new roles to occur by July 2025.
- Selected candidates must report in-person to the field office no later than December 2025.

7. **A panel of OFO leadership staff will review expressions of interest and conduct interviews. Résumé submissions should clearly identify the following:**

- Demonstrated performance in current and previous roles
- Skills alignment and specialized experience relevant to the position
- Community knowledge and/or technical program expertise

8. **How to Apply?** Complete and submit this interest survey form at [this](#) link by no later than Monday, June 2, 2025, including attaching a résumé.

Thank you for all that you do and in support of contingencies as we continue to assess and mitigate impacts of DRP. For questions or additional information, please contact DASFO_CPD@HUD.gov.

Much appreciated,

Claudette

CLAUDETTE FERNANDEZ
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