



## 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>

**May 1, 2024**

### **Multifamily Increase of in Office Work Days, Recent Labor Management Forum**

Dear Members,

I hope this notice finds each of you in good health and spirits. I'd like to take this opportunity to provide you with an update on some recent actions taken by the Council on behalf of bargaining unit employees, regarding some of the most pressing issues in this agency.

#### **Council 222 – Grievance of the Parties – Multifamily Increase of in Office Work Days**

On April 5, 2024, HUD Council 222 submitted a national Grievance of the Parties to the Agency regarding the Agency's rescission of full telework flexibilities as per Article 18 of the HUD-AFGE Agreement, amended by National Supplement 34. The Union has granted the Agency until May 12, 2024, to respond, at which time the issue may be resolved or sent to arbitration. Similarly, we anticipate filing a separate Grievance of the Parties (GOP) regarding "core business days."

#### **Council 222- Labor Management Forum – (Article 3 of the Bargaining Unit Contract)**

During the week of April 23-25, 2024, HUD Council 222 met with Agency leadership as part of our Labor Management Forum (LMF). The Union met with HQ leadership from various program areas and discussed specific hot button issues including reasonable accommodations, work from home flexibilities, artificial intelligence (AI), Equal Employment Opportunity (EEO) compliance, training gaps for managers, the Anti-Harassment branch, and retention. The LMF allowed the Union to directly address the top concerns from Bargaining Unit Employees (BUEs) to top-level decisionmakers in the Agency from our largest program areas and divisions, from the Field, Regional, and HQ points of view. The Union also reserved an hour to discuss these broad issues with Acting Secretary Todman.

While the Forum was at times contentious, and the parties remained far apart on a number of issues that are the subject of grievances, arbitration, EEO complaints, unfair labor practice claims, etc., the Union and the Agency left with some productive outcomes. Notably:

- The Agency will share information about new Bargaining Unit Employee hires directly with Union officials in the field so that new BUEs are aware of their rights earlier in the employment process and will welcome the Union to the onboarding process consistently nationwide;
- The Agency will encourage that Management at all levels understand their ability and obligation to provide interim accommodations for employees awaiting resolution to reasonable accommodation requests currently in a backlog due to RA branch delays;
- The Agency will involve the Union while developing its approach to AI;

- The Agency will involve the Union in its barrier analysis of HUD's compliance with EEO requirements;
- The Agency will consult the Union in development of training for Management regarding their obligations under the HUD-AFGE Agreement, including but not limited to those related to notice to the Union of changes to working conditions, performance standards and reviews, reasonable accommodation requests, Flexiplace and Remote Work requests, time and attendance, access to technology, and so forth;
- The Agency will involve the Union in the development and rollout of a new program offering career development opportunities for GS-5 to GS-10 level employees called the SOAR Academy.
- **The Agency agreed to the formulation and participation in Workload Committees that will review the concerns of BUEs in PIH and FHEO.**

The Union will also continue to maintain monthly ongoing Joint Task Force meetings with the Agency to continue to address issues in a non-adversarial manner to the extent feasible. Nothing about this process prevents the Union from continuing to zealously pursue remedies through any legal or administrative process available for violations of the contract. We can do both.

Finally, as a matter of personal privilege, I'd like to publicly acknowledge the Council's planning committee for the Labor Management Forum (LMF). They are deserving of our gratitude for all they did to ensure the success of the event. The committee members are as follows:

Committee Chairman: Sajid Shariar, Regional Vice President, Region 1

Committee Member: Kimberly Horton, Council Secretary and Regional Vice President, Region 6

Committee Member: Brenda Payette, Alt. Regional Vice President, President of AFGE Local 3917, Region 10

Always in Solidarity,

Antonio F. Gaines  
President  
AFGE Council 222

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