



Why every HUD employee should care about the SOC/MF Reorg . . .

Every HUD employee is paying for the proposed Small Office Closures and MF Reorg with furlough days:

- a. The minimum estimated cost of SOC is \$3.5M, paid out of the Salaries and Expense (S&E) budget;
- b. The minimum estimated cost of the MF Reorg is \$56M, paid out of S&E;
- c. Each furlough day saves the agency \$4M from the S&E budget;
- d. Sequestration is a 10 year plan, and the best we'll get is a CR—so expect a minimum of 5 days furlough in FY'14 without any reorgs or office closures. Expect an additional 5 days if SOC and phase one of the MF Reorg are implemented in FY'14 ($\$3.5M + (1/3 \text{ of } \$56M) = \$21.98M / \$4M = 5.5 \text{ days furlough}$).

Why every field employee should care about the SOC/MF Reorg . . .

The Deputy has made it clear that this is just the beginning, not the end, of consolidation and reorganization:

- a. Every field office is at risk of closure, especially if you've already lost Multifamily;
- b. Regional Offices are not immune to loss of program staff—Philadelphia and Seattle didn't make the MF Reorg Hub/Satellite list.

Why MF employees in Hubs and Satellites should care about the MF Reorg . . .

MF employees in Hubs and Satellites get to keep their jobs, but working conditions will be appreciably worse:

- a. The Federal Register makes it clear that the agency is giving directed reassignments to 750 employees, and expects through this reorg to decrease staff in the field by 374;
- b. This means the Hubs and Satellites are getting 100% of the work, but only 50% of the workers from MF offices being closed;
- c. The MF Reorg is intended to reduce MF employees in the field by 30%.

No one escapes unscathed! Everyone should care about the proposed changes.

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