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From: AFGE Council 222
Subject: PERFORMANCE BASED REMOVALS



National Council of HUD Locals – Council 222
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES AFFILIATED WITH AFL-CIO
WASHINGTON, DC 20410-0050
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PERFORMANCE BASED REMOVALS

Dear Bargaining Unit Employee,

You should know that the Union has received a slew of proposed performance removal actions pending. We are seeing performance removal actions that were prepared at the end of former President Trump's Administration utilizing the now defunct Trump Executive Orders making it easier for employees to be fired for performance.

The Agency's Employee and Labor Relations Division (ELR) are ignoring President Biden's Executive Orders on Protecting the Federal Workforce, trying to get as many performance based removals done as quickly as possible.

Removing employees during this difficult Pandemic is inhumane. But on top of that, the Agency is not hiring more employees to address the severe staffing shortages in program areas which was the former Administration's pattern of downsizing HUD through forced attrition.

The bottom line is that as HUD's staffing resources decrease, you'll be assigned more work on top of the work many of you are already struggling to accomplish. This will jeopardize your performance as well. It will also make this Administration's job harder for HUD to meet its mission.

It's a setup by long time career officials from prior Administrations who have standpoints that differ from this current Administration.

Our Union Council will provide whatever resources available to protect you. As Council President, I assigned Council Stewards representing different regions in the Country who are ready to assist your Local Union Representatives in advising proper representation.

Please learn your rights under Article 30 "Performance Appraisal" in the current HUD/AFGE Collective Bargaining Agreement (<http://afgecouncil222.com/afgecontract810a.pdf>). There are contractual

obligations your supervisor must follow. Don't wait until a mid-year or final rating is due to report a violation of Article 30 that occurred earlier in the year to your local union representative.

Document, Document, Document. Keep physical copies of all documentation to support your self-assessment and performance. This includes draft and final copies of written communication, phone records, emails etc. Build your own evidence file to prove your performance.

Things have a tendency to disappear on HUD owned equipment and software. Make physical copies of everything for your own file.

Trust me when I say your supervisor keeps personal files on you. You need to do the same to protect your job.

Continuous performance feedback is necessary for your job. Ask your supervisor for informal feedback on your performance throughout the year, not just when your mid-year and final performance rating is due. If your Supervisor refuses to participate in a performance interactive process, document it in an email back to the Supervisor.

While it's not everything, these steps will help make our Union's job easier to represent you.

The Union will continue to attempt to communicate with the Agency's appointed officials, including Secretary Fudge, to address this serious issue. The Union wants this Administration to succeed with dedicated employees who have a better working environment.

Thanks.

Salvatore T. Viola,
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If you have questions concerning this e:alert, please contact your Local President.

Don't know who your Local President is? Go to <http://www.afgecouncil222.com/naboutus.htm> for more information.

This e:alert is for HUD AFGE bargaining unit employees