

AFGE Council 222

From: AFGE Council 222
Sent: Tuesday, February 18, 2025 8:02 AM
Subject: Urgent Alert: Proposed Massive Reduction in Force at HUD
Attachments: 25.02.16toHUDstaffreducsignatures.pdf



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>

February 18, 2025

Urgent Alert: Proposed Massive Reduction in Force at HUD

Dear AFGE Council 222 Members,

We are reaching out to inform you of a critical situation affecting our workforce at the Department of Housing and Urban Development (HUD). Recent reports indicate that HUD is planning an unprecedented Reduction in Force (RIF) that could impact up to 4,000 employees across the department.

Key Points:

1. **Scope of Cuts:** The proposed RIF could affect approximately 4,000 employees, which is nearly half of HUD's current workforce.
2. **Widespread Impact:** All program areas within HUD are expected to be affected by these cuts.
3. **Critical Functions at Risk:** All HUD program offices are expected to see reductions. These included those offices responsible for civil rights enforcement, housing market data compilation, disaster recovery funding, homelessness programs, and affordable housing initiatives are all facing potential severe reductions.

Our Response:

We are taking immediate and comprehensive action to address this crisis:

1. **Engaging with Management:** We've repeatedly requested verification and details of the reported numbers from HUD leadership.
2. **Coalition Building:** We're working closely with our AFGE national partners and consulting with legal counsel to explore all available options.
3. **Congressional Outreach:** We're actively engaging members of Congress to highlight our concerns and the potential devastating impact on HUD's ability to fulfill its mission.

4. Media Engagement: We're alerting the public about the potential disruption to crucial HUD services, including programs addressing homelessness and affordable housing. We have done numerous interviews to get the message out and have released a press release on this issue.

5. Internal Strategy: Council 222 is holding frequent meetings to develop targeted strategies to combat these cuts and protect our workforce.

6. Legal Exploration: We are working with AFGE national Office of General Council (OGC) and reaching out to private law firms specializing in federal government work to seek additional guidance and potential legal assistance.

What You Can Do:

1. Stay Informed: Review the OPM guidelines on RIFs and familiarize yourself with the process. Link below:

<https://www.opm.gov/policy-data-oversight/workforce-restructuring/reductions-in-force/>

2. Know Your Rights: Review Article 33 of our Collective Bargaining Agreement, which covers RIF procedures.

3. Be Prepared: While we fight these cuts, it's prudent to update your resume and explore your options within the federal government.

4. Stay United: Our strength lies in our solidarity. Support your colleagues and stay engaged with union activities.

5. Share Your Concerns: If you have specific insights or concerns about how these cuts might affect your program area, please reach out to your local union representative.

This situation is evolving rapidly, and we are committed to keeping you informed every step of the way. The potential loss of 4,000 dedicated HUD employees would have far-reaching consequences for the department's ability to serve the American people, particularly in areas of civil rights, disaster recovery, and affordable housing.

Remember, we are stronger together, and we will face this unprecedented challenge as a united front. **Your union is working tirelessly to protect your jobs and the vital services HUD provides to communities across the nation.**

In solidarity,
Antonio F. Gaines
President, AFGE Council 222

P.S. We've attached a letter from the Senate to HUD leadership requesting detailed information about these proposed cuts, demonstrating that even Congress is seeking answers and expressing concern about the potential impact on HUD's critical functions.

<https://www.murray.senate.gov/murray-warren-gillibrand-smith-and-schumer-demand-trump-elon-halt-cuts-to-hud-workforce-press-for-answers-on-huds-capacity-to-meet-critical-functions-deliver-essential-servic/>

https://www.murray.senate.gov/wp-content/uploads/2025/02/25.02.16_Letter-to-HUD_Staffing-Reductions_Signatures.pdf

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This e:alert is for HUD AFGE bargaining unit employees