

AFGE Council 222

From: AFGE Council 222
Sent: Wednesday, February 19, 2025 1:58 PM
Subject: Clarification on Return to Office Feb 24th for Bargaining Unit Employees with Approved Reasonable Accommodations



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 19, 2025

Clarification on Return to Office Feb 24th for Bargaining Unit Employees with Approved Reasonable Accommodations

Dear Members,

We sent this email below to Lori Michalski / OCHCO for clarification of the 24th deadline for those on approved RA's. We expect OCHCO will send out instructions by the end of the week Friday the 21st. The instructions will likely follow the instruction from the guidance for the 10th deadline: if you are on an approved RA, and have not heard back on your exempt status, continue to work remotely. If you have any additional questions or concerns please contact your local union representatives.

In Solidarity,
Antonio F. Gaines
President
AFGE National Council 222

From: Antonio.Gaines@hud.gov

Sent: Tuesday, February 18, 2025 2:02 PM

To: Michalski, Lori A <Lori.A.Michalski@hud.gov>; Bohling, Gayle E <Gayle.E.Bohling@hud.gov>; Huth, Virginia A <Virginia.A.Huth@hud.gov>; Ammon, Matthew E <Matthew.E.Ammon@hud.gov>; Cowan Jr., Chad <Charles.D.CowanJr@hud.gov>; Hankinson, D'andra A <Dandra.A.Hankinson@hud.gov>; Gaither, Sonya A <Sonya.A.Gaither@hud.gov>

Cc: OliverDavis, Rae <ROliverDavis@hudoig.gov>; Begg, Stephen <SBegg@hudoig.gov>; Simmons, Ventura A <ventura.a.simmons@hud.gov>; Hughes, Andrew D <Andrew.Hughes@hud.gov>

Subject: Urgent: Clarification on Return to Office Feb 24th for Bargaining Unit Employees with Approved Reasonable Accommodations

Dear Ms. Michalski,

I am writing to seek immediate clarification on the Return to Office guidance, specifically as it pertains to HUD employees with *already approved* Reasonable Accommodations (RA) that include telework or remote work as an accommodation. This request applies solely to Bargaining Unit Employees.

According to the OCHCO message "Return to In-Person Work - Presidential Memorandum", employees who "believe that they are excused from the requirement to report to a HUD office full-time based on an approved reasonable accommodation for a disability" were instructed to submit specific documentation to RAWork@hud.gov by January 31st.

Given the upcoming Phase 2 return to office date of February 24, 2025, for bargaining unit employees on Reasonable Accommodations working remotely, *requires* the immediate clarification on the following:

- 1. Confirmation Status:** Have all employees who submitted the requested documentation (approved RA documentation including HUD-1000, program office, and supervisor information) to RAWork@hud.gov by the January 31st deadline *received* official confirmation of their exclusion from the mandatory in-office requirement?
- 2. Employees Awaiting Confirmation - Action Required:** For employees who *provided the requested information* for copies of their documentation of an approved RA by the deadline but have *not yet* received confirmation of their exclusion, do we expect the same guidance put out for the return to work 10th deadline: If you have an approved RA you are exempt from the return to work deadline, as those are continuing to be processed, work remotely until they receive official notification of their exclusion status?
- 3. Flexiplace Agreement Status:** For those employees whose exclusion *is* confirmed based on their approved RA, should their existing Flexiplace Agreements remain as is? The current OCHCO guidance indicates those not on Remote Work Agreements must modify their Flexiplace Agreements. Employees with approved RAs to work remotely are considered to already have remote work agreements and as such do not need Flexiplace agreements or if they have them in place do not need them modified? This conflicts with the RA and collective bargaining agreement.

OCHCO's guidance and the associated Return to Office Presidential Memorandum, lack clear communication on these points. That lack of communication will create immediate hardship for those with documented and approved RA's.

As we are fast approaching the February 24th deadline, your immediate response and clarification are essential to ensure that employees with approved Reasonable Accommodations are not impacted by the return to office mandate. These points will help avoid unnecessary confusion, anxiety, and potential violations of existing RA's and collective bargaining agreements.

Thank you for your urgent attention to this matter.

Sincerely,

Antonio F. Gaines
President
AFGE National Council 222

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This e:alert is for HUD AFGE bargaining unit employees