



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>

March 22, 2024

Two Options for New Flexiplace Agreement, We are filing a National Grievance of the Parties

Dear Colleagues,

It has come to the Union's attention that our brothers and sisters in Multifamily have received emails from senior management officials threatening them with disciplinary actions for having the courage and audacity to express their dissatisfaction with the irrational decision to return to the office 2 days a week/4 days a pay period. Here is an excerpt of what they are receiving:

"Please be advised that alteration of the agreement by including the modified language below is unacceptable and will not be approved. If you choose to telework, you must submit an agreement that does not include any modified language. If you choose to not enter into an agreement without the added language, your current Flexiplace Agreement may be temporarily suspended or terminated, and/or you may be subject to a disciplinary action."

So what are your options?

Option 1:

Per internal Council discussion, the below language may be included in a revised/resubmitted FlexiPlace Agreement.

"I am signing this telework agreement while reserving all rights to grieve the instructions given to me by my supervisor in accordance with the 2015 HUD-AFGE Collective Bargaining Agreement. Until resolution of such grievances, I will comply with the terms of this telework agreement."

Option 2:

It is understood that management's written directive is coercive and places you under duress. For those of you that are uncomfortable with exercising your rights under Option 1, I recommend completing the Flexiplace Agreement without the language to avoid disciplinary action.

Please note that the Union is in the process of addressing this widespread issue through the filing of a National Grievance of the Parties.

Always in Solidarity,

Antonio F. Gaines
President
AFGE Council 222

Check out our website: <https://www.afgecouncil222.com>

Do Not Reply to this email as the mailbox is not monitored.
If you have specific questions concerning this e:alert, contact your Local President.

Don't know who your Local President is? Go to: <http://www.afgecouncil222.com/aboutus.htm>.
To **unsubscribe** from future Council 222 eAlerts send email to <mailto:AFGECouncil222@hud.gov> with "Unsubscribe" in subject line.

This e:alert is for HUD AFGE bargaining unit employees