

AFGE Council 222

From: AFGE Council 222
Sent: Monday, March 3, 2025 1:13 PM
Subject: Urgent Update: Second Round of OPM "Weekly Accomplishment" Emails, We Stand With You
Attachments: Feb 24th OCHCO Guidance About What Did You Do Last Week.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>

March 3, 2025

Urgent Update: Second Round of OPM "Weekly Accomplishment" Emails We Stand With You

Dear Members,

As many of you have likely experienced, a second round of emails requesting a summary of your weekly accomplishments has landed in your inboxes. This time, thankfully, the implicit threat of termination seems to have been removed. However, let's be clear: the underlying issues with this directive remain as egregious and irrational as ever.

On February 24th there was an email (see attached) from HUD OCHCO stating, "The email that you received is legitimate, however, according to the Office of Personnel Management, it is voluntary for employees to provide this information." **In the event that you choose to respond, please see below guidance.**

Our Stance: Continued Guidance

Let us remind you that on February 23, 2025, AFGE National Council 222 formally issued a Cease and Desist Letter to Acting Director Charles Ezell of OPM and Secretary Scott Turner of HUD. This was in direct response to the initial, unlawful directive issued on February 22, 2025, demanding weekly reports of five completed tasks from all federal employees.

As of today, March 3, 2025, *neither* OPM *nor* HUD leadership has responded to our Cease and Desist letter. This silence is deafening and speaks volumes about their disregard for your rights, the collective bargaining agreement, and federal labor laws.

We continue to assert, unequivocally, that this directive is:

- **A violation of the HUD Collective Bargaining Agreement (CBA):** Implementing this without prior negotiation is a clear breach of Article 49, Section 49.01.
- **A violation of Federal Labor Laws:** It disregards the Federal Service Labor-Management Relations Statute (5 U.S.C. Chapter 71), which mandates negotiation before changing working conditions.
- **A potential breach of Privacy Protections:** It raises serious concerns under the Privacy Act of 1974 (5 U.S.C. § 552a) due to unauthorized data collection and a complete lack of transparency.

Where is the Agency Guidance? Why This Way?

We must reiterate the utter lack of justification or explanation for this data collection. No clear guidance has been provided regarding how this information will be used, who will have access to it, or what purpose it serves. This opacity continues to undermine trust.

Our Advice: Reaffirming Our Guidance

In light of this ongoing situation, we stand by the guidance issued in our previous eAlert (February 24, 2025):

1. HUD employees are proud of their accomplishments, and we advise that you comply with any directive that has come from your agency.
2. If you have questions or concerns about this directive, please contact your local AFGE representative.

We also remind you of the sample responses we provided, which you are free to use or adapt. It's important to document your concerns and protect your rights. Here are those samples for your convenience:

- **Option 1:** You may wish to use the following language in your email to your supervisor:

Dear [Supervisor's Name],

I received the below email Saturday from a sender that was not within the agency or in my chain of command. Please provide me with guidance on whether I am required to respond, and if so, how I should respond, by the end of my tour of duty on Monday. Please make sure to inform me of the type of information I should include in my response. If I am required to respond, I will. I will assume that I have no obligation to respond to the email unless instructed to do so.

- **Option 2: General Accomplishments**

Last week I accomplished:

- 100% of the tasks and duties required of me by my position description.
- 100% of the work product that my manager and I have agreed to.
- 100% of the duties and performance elements that are used to evaluate my performance.
- 100% of the deliverables requested of me by my direct supervisor.
- I exceeded expectations in the delivery of the above.

- **Option 3: Detailed Accomplishments**

Dear [Supervisor's Name],

In response to the directive requesting a summary of my work over the past week, I am providing the following:

- I served the public interest by implementing HUD policies and programs that impact citizens' lives.
- I ensured adherence to federal laws, regulations, and guidelines, upholding ethical standards and promoting accountability among HUD program clients.
- I managed HUD programs and services, including budget oversight, program evaluation, and resource allocation to align with agency objectives.
- I contributed to HUD policy development and analysis by conducting research and providing recommendations to improve program operations and services.

- I engaged with the public by offering assistance, sharing information on HUD programs and services, addressing inquiries, and resolving issues.

Please confirm receipt of this report. Let me know if additional clarification is needed.

Looking Ahead: Streamlining and Solutions

We understand the frustration and burden this directive places on you. Be assured that Council 222 is actively exploring solutions to streamline this process and minimize the impact on your valuable time. We are committed to finding a way to meet any agency requirements while safeguarding your rights and ensuring this process doesn't become an undue burden.

Timeline of Events and Our Actions:

- **February 22, 2025:** OPM issues the initial directive.
- **February 23, 2025:** AFGE National Council 222 issues a Cease and Desist Letter to OPM and HUD leadership.
- **February 24, 2025:** AFGE National Council 222 sends an eAlert providing guidance and sample responses.
- **March 1, 2025:** Second round of "Weekly Accomplishments" emails are received.
- **Next Week:** We will provide further updates on our efforts to streamline this process and protect your rights.

Your dedication to serving the American people through your hard work at HUD is invaluable, and we will continue to advocate fiercely on your behalf. We are in this fight *with* you and *for* you.

In Solidarity,

Antonio F. Gaines
President
AFGE National Council 222

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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>.

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This e:alert is for HUD AFGE bargaining unit employees