

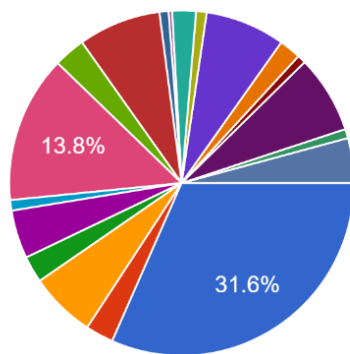
Survey Data Analysis

Introduction

This survey data is the result of a workplace impact survey sent to 5300 HUD bargaining unit employees (of the 8000 total employees of HUD), who could respond anonymously, with 1500 responses at a 28% response rate. The results reveal that workers who were healthy and performed well before these events and are now sustaining high levels of severe distress and anxiety, impacting their efficiency and productivity due to recent executive orders and OPM communications. Employees report significant challenges to their work-life balance, productivity, decreased efficiency and this is impacting previously well employees mental health. Key concerns include increased commuting costs, childcare arrangements, and potential loss of flexible work schedules. Many fear job insecurity and feel undervalued. The sudden shift to full-time office work is disrupting established routines and creating financial burdens. Employees express difficulty focusing on their duties due to constant uncertainty and this directly impacts efficiency. There's a notable decrease in morale, productivity, efficiency and job satisfaction.

Which local are you in?

1,522 responses



- 476 Headquarters-D.C.
- 3258 Region 1 - New England - Bang...
- 913 Region 2 - New York/New Jersey...
- 3122 Region 3 - Mid-Atlantic - Baltimo...
- 2032 Region 3 - Mid-Atlantic - Philade...
- 3380 Region 3 - Mid-Atlantic - Richm...
- 1568 Region 4 - SE Caribbean - Atlant...
- 1568 Region 4 - SE Caribbean - Knox...

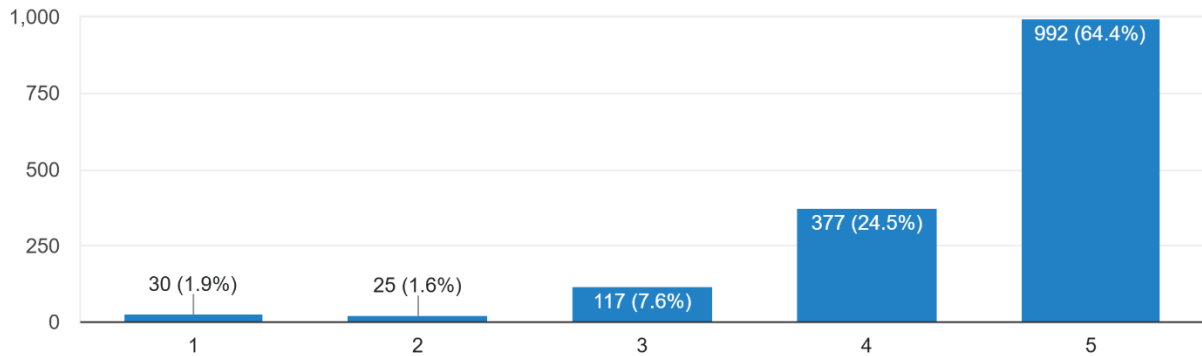
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1. Stress Levels:

- The average stress level reported by employees is very high, with most responses in the 4-5 range on a 5-point scale.
- Over 80% of respondents indicated a stress level of 4 or 5.

Rate your current level of workplace-related stress on a scale of 1-5 (1 being minimal, 5 being severe)

1,541 responses



2. Work Challenges:

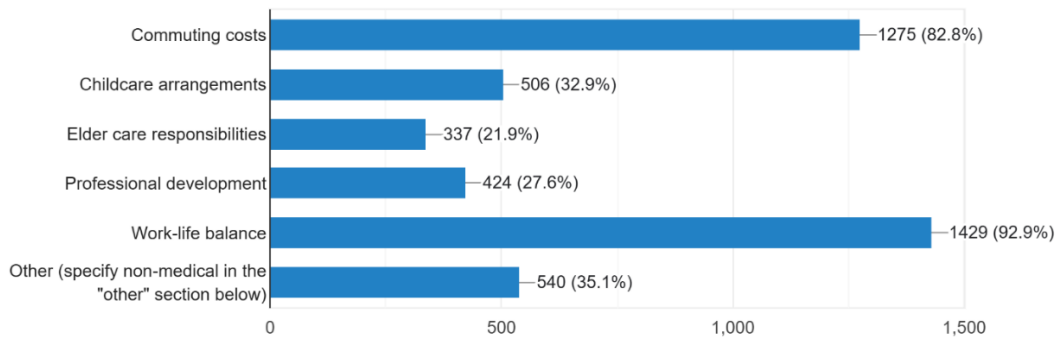
- Top challenges reported:

1. Commuting costs (mentioned by ~82% of respondents)
2. Work-life balance (mentioned by ~93% of respondents)
3. Childcare arrangements (mentioned by ~33% of respondents)
4. Professional development (mentioned by ~28% of respondents)

Note: respondents could answer multiple questions so the totals will exceed 100%

What immediate work-life challenges would you face if required to modify your current work arrangement? Select all that apply:

1,539 responses

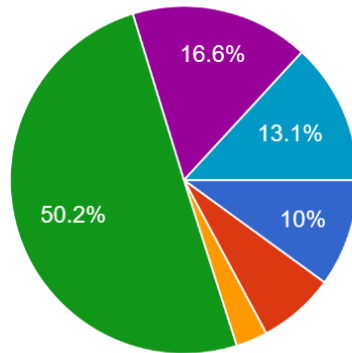


3. Reasonable Accommodations:

- Approximately 50% of respondents have never requested a reasonable accommodation
- About 20% have a pending or approved reasonable accommodation
- Around 10% have had a reasonable accommodation denied

What is your current reasonable accommodation status? (Select one)

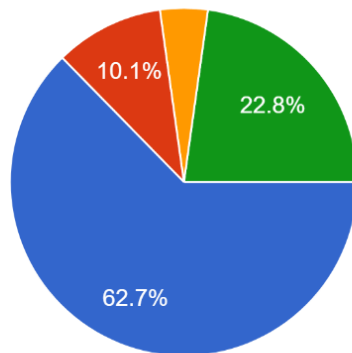
1,499 responses



- I have an approved reasonable accommodation
- I have a pending reasonable accommodation request
- I have had a reasonable accommodation denied
- I have never requested a reasonable accommodation and do not need one
- I have never requested a reasonable...
- Other (use the space below and do n...

If you have a pending request, how long has it been in process? (Select one)

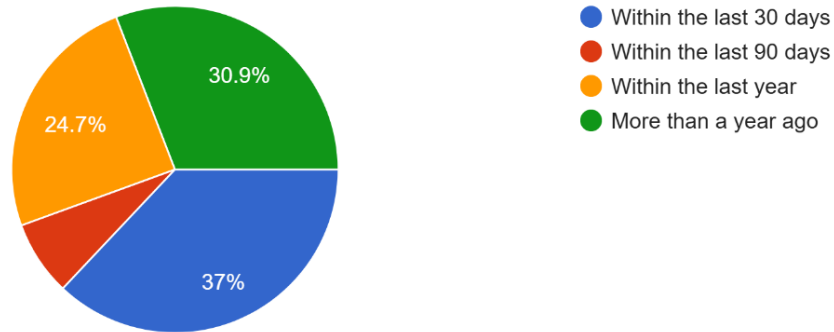
158 responses



- Less than 30 days
- 31-60 days
- 61-90 days
- Over 90 days

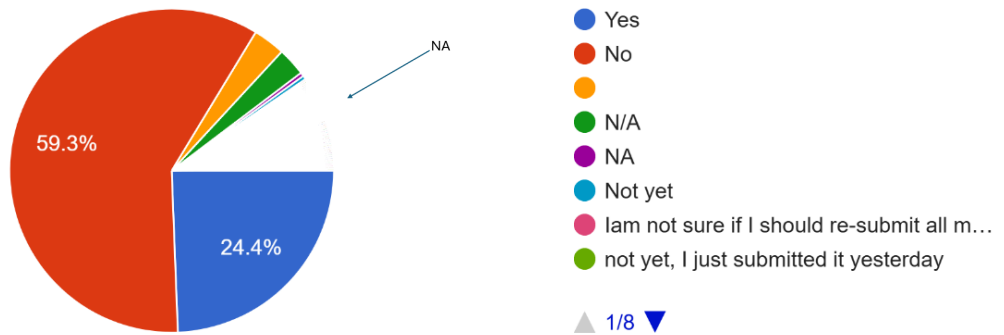
If you had a reasonable accommodation denied, when was the denial issued? (Select one)

81 responses



Have you been asked to resubmit or provide additional documentation for an existing reasonable accommodation? (Yes/No)

533 responses



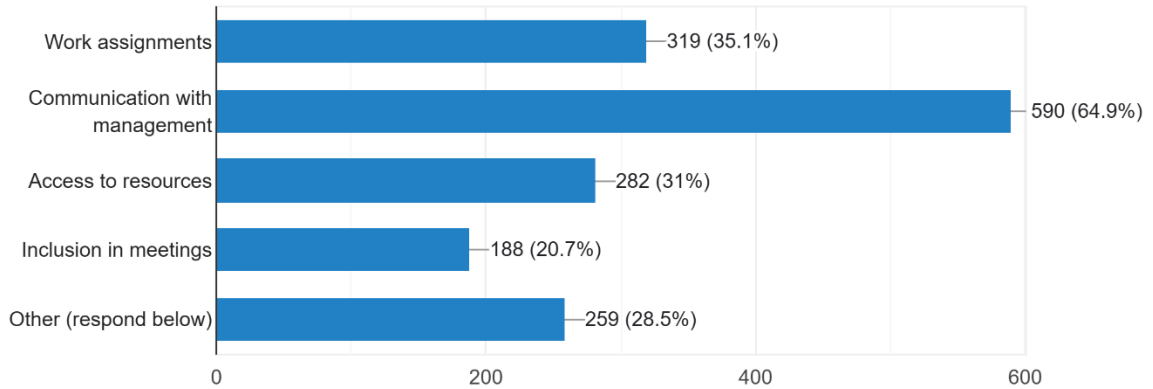
4. Impact on Work:

- Over 90% of respondents reported that the recent executive orders and OPM communications are negatively affecting their ability to perform daily work duties and is directly impacting efficiency.

Note: respondents could answer multiple questions so the totals will exceed 100%

Since receiving the OPM communication, have you experienced any changes in:

909 responses



Themes from Narratives

We have detailed the themes seen in the narratives provided by respondents. We have removed any identifiable information, and each response has been paraphrased to ensure the anonymity of the respondent. All effort was made to represent the key points as they communicated them.

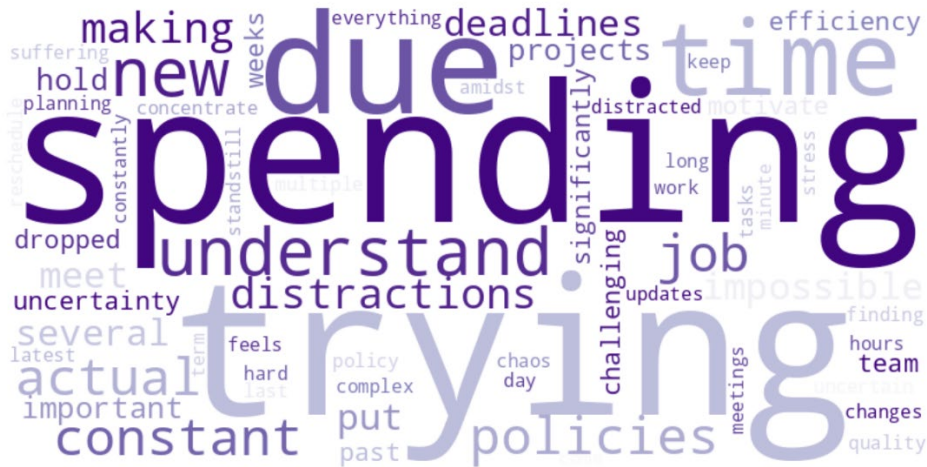
1. Anxiety and Uncertainty in Previously Well Employees:

- "Every morning feels like I'm heading into battle."
- "The constant changes are making it hard to focus on anything else."
- "I'm losing sleep worrying about what new policy will come next."
- "The uncertainty about our jobs is affecting everyone's mental health."
- "It feels like we're walking on eggshells, afraid to make any mistakes."
- "The stress is palpable in every meeting and conversation."
- "I've never felt so insecure about my career in federal service."
- "The anxiety is affecting my home life as well as my work."
- "It's hard to plan for the future when everything feels so unstable."
- "The lack of clear communication is only adding to our fears."



2. Decreased Productivity:

- "I'm spending more time trying to understand new policies than doing my actual job."
- "The constant distractions are making it impossible to meet deadlines."
- "I've had to put several important projects on hold due to the uncertainty."
- "My team's efficiency has dropped significantly in the past few weeks."
- "It's challenging to motivate myself when everything feels so uncertain."
- "I'm finding it hard to concentrate on complex tasks with all the stress."
- "The quality of my work is suffering because I'm constantly distracted."
- "I've had to reschedule multiple meetings due to last-minute policy changes."
- "Our long-term planning has come to a standstill amidst all the chaos."
- "I'm spending hours each day just trying to keep up with the latest updates."



3. Work-Life Balance Disruption:

- "I'm having to completely restructure my family's routine."
- "The new schedule is forcing me to miss important family events."
- "I'm worried about how these changes will affect my children's well-being."
- "The increased commute time is eating into my personal life."
- "I'm struggling to find reliable childcare with such short notice."
- "The stress from work is spilling over into my home life."
- "I'm having to choose between my job and my family responsibilities."
- "The sudden changes are putting a strain on my marriage."
- "I'm losing precious time with my kids due to the new work requirements."
- "My work-life balance, which I've carefully cultivated over years, is now in shambles."



4. Financial Concerns:

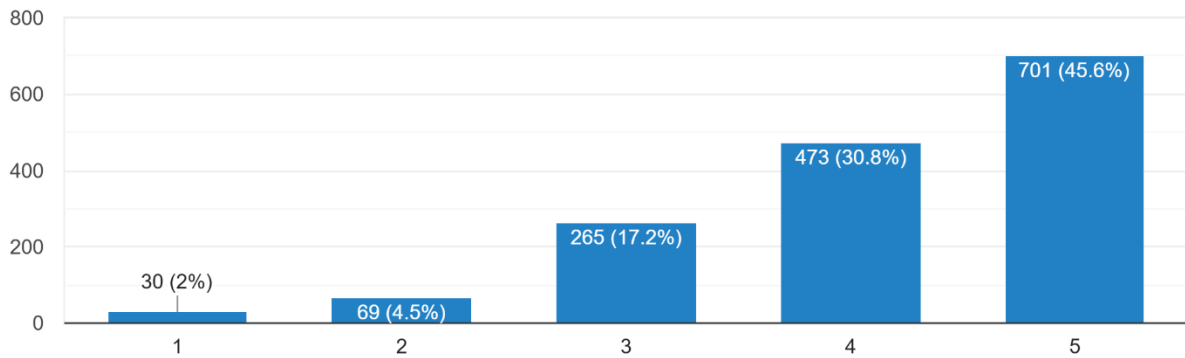
- "The increased commuting costs are a significant hit to my budget."
- "I'm worried about having to relocate closer to the office, which I can't afford."
- "The loss of telework feels like a pay cut, given the added expenses."
- "I'm considering looking for a higher-paying job to offset the new costs."
- "The financial stress is affecting my ability to focus at work."

5. Union Communication:

- The average rating for AFGE National Council 222's communication is approximately 4 out of 5, indicating generally positive feedback.

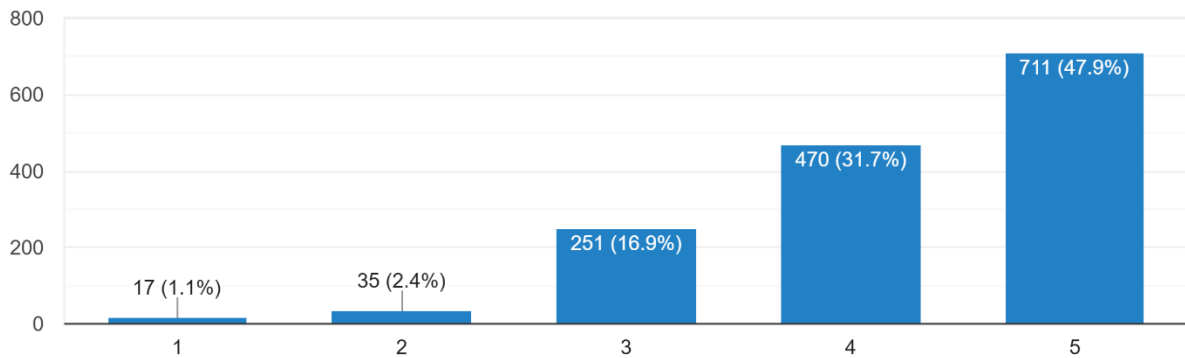
How would you rate AFGE National Council 222's communication regarding recent OPM developments? (Scale 1-5)

1,538 responses



Please rate the survey from 1 (ineffective) to 5 (effective)

1,484 responses



Assessment of Impacts

1. Negative Mental Health Impacts: The AFGE National Council survey was sent to over 5300 bargaining unit employees. The response of 1500 members reveals a significant negative impact on **employees' mental health**, who were previously well, with high levels of stress, anxiety, and uncertainty reported. Many employees are experiencing sleep disturbances, difficulty concentrating, and increased irritability. The constant state of uncertainty is leading to heightened anxiety levels, with some employees reporting panic attacks or the need for increased mental health support. **This deterioration in mental health to previously healthy employees is likely to have long-term consequences if not addressed promptly.**

2. Decreased Work Performance and Efficiency: Many employees report difficulty concentrating and decreased productivity due to the constant distractions and stress caused by the new policies. This decrease in productivity is manifested in missed deadlines, increased errors, and a general slowdown in project completions. The quality of work and efficiency is also suffering as employees struggle to focus on complex tasks. There's a growing concern that this decline in performance could have long-term impacts on career progression and departmental efficiency.

3. Increased Financial Strain: Increased commuting costs and childcare expenses are creating financial burdens for many employees. This unexpected financial pressure is forcing some employees to consider second jobs or to dip into savings. The financial stress is particularly acute for those who may need to relocate closer to their office. **There's a growing concern that these increased costs effectively amount to a pay cut, which could lead to retention issues in the long term.**

4. Decreased Work-Life Balance: The sudden change in work arrangements is disrupting established routines and creating challenges in managing personal and professional responsibilities. Many employees are reporting difficulties in maintaining family commitments, pursuing personal interests, or managing household responsibilities. This disruption is particularly challenging for employees with caregiving responsibilities, whether for children or elderly family members. The long-term consequences of this imbalance could include increased burnout rates and decreased job satisfaction.

5. Decreased Job Satisfaction: There is a noticeable decrease in job satisfaction, efficiency and morale, with many employees feeling undervalued and uncertain about their future. This decline in satisfaction is manifesting in decreased engagement in non-essential work activities and a reluctance to take on new projects or responsibilities. There's a growing sense of disillusionment with federal service, which could lead to increased turnover rates. The long-term impact on institutional knowledge and continuity of operations could be significant if experienced employees choose to leave.

Conclusion

The survey results of 1500 AFGE members at HUD reveal a workforce in **crisis due to recent executive orders and OPM communications**. Federal employees at HUD, who were previously healthy, are experiencing severe stress, anxiety, and decreased productivity, with many reporting reduced efficiency due to difficulty focusing on their daily tasks. The sudden shift to full-time office work is causing significant disruptions to established work-life balances, creating challenges related to childcare, elder care, and commuting costs.

Key impacts include:

- 1. Negative Mental Health Impacts:** Widespread reports of previously well employees feeling new levels of anxiety, depression, and sleep disturbances.
- 2. Decreased Productivity and Efficiency:** Significant decreases in work output and quality due to constant distractions and stress.
- 3. Increased Financial Strain:** Increased commuting costs and childcare expenses creating unexpected burdens.
- 4. Decreased Work-Life Balance:** Disruption of long-established routines and personal responsibilities.
- 5. Decreased Job Satisfaction:** Sharp decline in morale, with many feeling undervalued and uncertain about their future.
- 6. Negative Impacts to the Physical Health of Previously Well Employees:** Reports of stress-related physical symptoms like headaches and fatigue of previously well employees.
- 7. Decreases Team Dynamics:** Strained communication and collaboration within teams.
- 8. Career Development:** Concerns about job security impacting long-term career planning.
- 9. Decreasing Organizational Culture:** Shift towards a perceived lack of support and increased vulnerability.
- 10. Decreased Trust in Leadership:** Decreased confidence in upper management and government leadership.

Urgent action is needed to address these impacts and provide clear guidance, flexible work arrangements, and support for employees during this transition period.