



National Council of HUD Locals

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
AFFILIATED WITH AFL-CIO

Council 222

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For Immediate Release:

AFGE Council 222 Invokes Arbitration Over HUD's Mass Denial of Employees' Remote Work Applications

American Federation of Government Employees National Council 222 of HUD Locals (AFGE Council 222) and the U.S. Department of Housing and Urban Development (HUD) reached an agreement on April 11, 2022, that permitted employees to work remotely on a permanent basis after obtaining management approval. HUD's senior management, however, preemptively excluded approximately 90-95% of the HUD workforce from applying for remote work. In June 2022, for the first time in over 26 months, HUD required the majority of its workforce to report to HUD offices regardless of their ability to work remotely and without consideration of cost savings that remote work could achieve.

After HUD denied AFGE Council 222's grievance, AFGE Council 222 invoked arbitration on July 27, 2022, over the denial of the national remote work grievance.

Despite President Biden's stated interest in working in partnership and collaboration with labor unions, HUD's political appointees Secretary Marcia Fudge and Deputy Secretary Adrienne Todman, along with the agency's human resources and legal divisions, are entrenched in the command-and-control management practices of the early 20th century. HUD management refuses to comply with the President's agenda of working in partnership with the labor movement to bring the federal government into the 21st century. HUD's top leadership prefers to manage based on employee attendance in the office rather than focusing on productivity and reducing office space.

During the negotiations, HUD's Chief Human Capital Officer, Lori A. Michalski, stated that HUD wanted to work in partnership with AFGE Council 222 to be innovative and bring HUD into the 21st century with cutting edge management practices of implementing remote work. Ms. Michalski agreed that remote work would be an important recruitment and retention tool for HUD to hire the workforce of the future. During the COVID-19 pandemic, HUD was able to hire more employees than the number who retired, a first in many years.

A copy of AFGE Council 222's June 8, 2022, national remote work grievance, discovery information requests, and HUD's July 8, 2022, grievance denial are available on the Council 222 website at: <http://www.afgecouncil222.com/ngrievance.htm>. See the heading: "Remote Work Grievance of the Parties." For further information, please contact:

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