

Bobbitt, Veronica S

From: Raymond, Daniel P
Sent: Wednesday, April 2, 2025 3:26 PM
To: Bobbitt, Veronica S
Cc: Gaines, Antonio; Flynn, James P; Carter, Cynthia F; Horton, Kimberly A; Shahriar, Sajid A; Cotrone, David R; salafge; lhirsch02@msn.com; greauxrose@gmail.com; Hoffman, Jeffrey S; Jackson, Eric M; Johns, Heather A; Hallahan, William J; Porter, Pamela; Henry, Treka J; phcasper77; Robinson, Ashaki; brenda_payette@yahoo.com; Gipson, Angela E; Michael, Mary O; Burnett, Ginger S; Ausen, Jason W; Doran, Jodi E
Subject: RE: CBA Section 28.03 Notice of Management Directed Reassignments
Attachments: AFGE MDR Updated List of Employees.xlsx

Follow Up Flag: Follow up
Flag Status: Flagged

Dear AFGE Officials,

Please see attached updated lists. You'll see a smaller list as we removed BUEs who currently reside within 50 miles of the closest assigned field office. They will not be receiving a management-directed reassignment letter, as they do not require relocation. They will receive notifications similar to employees who were in Phase 3 of Return to In-Office work to report to their nearest HUD office on June 2, but their current duty station is within the local commuting area of their assigned HUD office.

The attached list includes employees whose current duty station is more than 50 miles from their assigned HUD office and who are on "Remote Work – Outside Commuting Area" flexiplace agreements, as well as three employees whose positions were previously identified as mobile work but have been reevaluated and will be office-based starting June 1. None of the employees' titles, series, grade, or duties are changing.

To clarify which column matches which requirement in 28.03:

Column A is the Employee's name
Column B is the Current Organizational Assignment
Column C is the Planned Organizational Assignment
Column D is the Current Position Title
Column E is the Planned Position Title
Column F is the Current GS Grade
Column G is the Planned GS Grade
Column H is the Current Geographic location of the employee's office
Column I is the Planned Geographic Location of the employee's office.

Article 28 does not mention or refer to seating charts, so that is not included.

We can agree with your highlighted portion of 28.03, that an Article 49 notice for I&I would be required "*for matters not directly addressed in this article.*" My original notice and this updated notice informed you that these reassignments will comply with Article 28, therefore Article 49 notice is not required, as these reassignments are expressly covered by Article 28.

As such, the Agency will not cease and desist, as it has met its obligations under the CBA.

Dan Raymond
Employee and Labor Relations Division
Office of the Chief Human Capital Officer
U.S. Department of Housing and Urban Development
Gov Cell: (202) 706-8345
Daniel.p.raymond@hud.gov



From: Bobbitt, Veronica S <Veronica.S.Bobbitt@hud.gov>

Sent: Tuesday, April 1, 2025 5:56 AM

To: Raymond, Daniel P <Daniel.P.Raymond@hud.gov>; Gipson, Angela E <Angela.E.Gipson@hud.gov>; Michael, Mary O <Mary.Michael@hud.gov>; Burnett, Ginger S <Ginger.S.Burnett@hud.gov>; Ausen, Jason W <Jason.W.Ausen@hud.gov>; Doran, Jodi E <Jodi.E.Doran@hud.gov>

Cc: Gaines, Antonio <Antonio.Gaines@hud.gov>; Flynn, James P <James.P.Flynn@hud.gov>; Carter, Cynthia F <Cynthia.F.Carter@hud.gov>; Horton, Kimberly A <Kimberly.A.Horton@hud.gov>; Shahriar, Sajid A <Sajid.A.Shahriar@hud.gov>; Cotrone, David R <David.R.Cotrone@hud.gov>; salafge <salafge@outlook.com>; lhirsch02@msn.com; greauxrose@gmail.com; Hoffman, Jeffrey S <Jeffrey.S.Hoffman@hud.gov>; Jackson, Eric M <Eric.M.Jackson@hud.gov>; Johns, Heather A <Heather.A.Johns@hud.gov>; Hallahan, William J <William.J.Hallahan@hud.gov>; Porter, Pamela <Pamela.Porter@hud.gov>; Henry, Treka J <Treka.J.Henry@hud.gov>; phcasper77 <phcasper77@gmail.com>; Robinson, Ashaki <Ashaki.Robinson@hud.gov>; brenda_payette@yahoo.com

Subject: RE: CBA Section 28.03 Notice of Management Directed Reassignments

Dan,

The communication sent on behalf of the Agency does not align with Article 28.03 or Article 49.

The email states “All duty positions, pay grades, and organizational charts will remain the same”; the Union has a right to confirm this declaration. Employee duty position description (PD) and organizational charts and seating charts (current and revised) for each program area affected are to be provided for these management-directed reassignments. Article 28 clearly articulates the Agency shall provide Article 49 notice to initiate I&I negotiations. This action is in no way ‘di minimis’ and has short-and-long term implications for the BUEs who are listed on the report.

This significant change, which will possibly include relocation expenses, locality pay adjustments, and supervisory changes for the listed employees, is in fact a major change in a general working condition of employment (Article 49, Section 49.02). Council 222 requests that the Agency send an appropriate Article 49 Notice and proper documentation to be reviewed prior to moving forward with any type of ‘management directed reassignment’. Section 49.03 - Information to the Union on Mid-Term Changes, Part (6) would be applicable to this situation.

Section 28.03 – Union Notification. Prior to issuing notices to employees of a management directed reassignment to a location outside of the commuting area covered in this article, management will provide the Union a copy of present and planned organizational charts showing the actual employees’ relocation, including but not limited to organizational assignment, current position title, new position title, current position pay grade, new position pay grade, and current and planned geographic location of the employees’ office(s). **The Department shall provide notice according to Article 49 for impact and implementation negotiations for matters not directly addressed in this article.**

Section 49.02 - Mid-Term Changes. During the term of this Agreement, **Management shall transmit to the Union its proposed changes relating to personnel policies, practices, and general conditions of employment.** Receipt of the proposed changes by the designated Union representatives, or their designee, shall constitute receipt by the Union for the purpose of calculating the deadline for requesting negotiations referred to in this Article. Any notice sent after 4:00 p.m. shall be deemed to be received on the next business day. If feasible, management will provide advance written notice at least 30 days prior to the proposed implementation date, of any change affecting conditions of

employment. Management may implement as soon as the bargaining obligations are satisfied, even if the 30-day timeframe has not been exhausted.

Council 222 requests this action **Cease and Desist** until proper union notification and contractual procedural steps are complete.

Veronica Bobbitt

****UNION BUSINESS****

From: Raymond, Daniel P <Daniel.P.Raymond@hud.gov>

Sent: Monday, March 31, 2025 6:57 PM

To: Gaines, Antonio <Antonio.Gaines@hud.gov>; Flynn, James P <James.P.Flynn@hud.gov>; Carter, Cynthia F <Cynthia.F.Carter@hud.gov>; Horton, Kimberly A <Kimberly.A.Horton@hud.gov>; Shahriar, Sajid A <Sajid.A.Shahriar@hud.gov>; Cotrone, David R <David.R.Cotrone@hud.gov>; salafge <salafge@outlook.com>; lhirsch02@msn.com; greauxrose@gmail.com; Hoffman, Jeffrey S <Jeffrey.S.Hoffman@hud.gov>; Jackson, Eric M <Eric.M.Jackson@hud.gov>; Bobbitt, Veronica S <Veronica.S.Bobbitt@hud.gov>; Johns, Heather A <Heather.A.Johns@hud.gov>; Hallahan, William J <William.J.Hallahan@hud.gov>; Porter, Pamela <Pamela.Porter@hud.gov>; Henry, Treka J <Treka.J.Henry@hud.gov>; phcasper77 <phcasper77@gmail.com>; Robinson, Ashaki <Ashaki.Robinson@hud.gov>; brenda_payette@yahoo.com

Cc: Gipson, Angela E <Angela.E.Gipson@hud.gov>; Michael, Mary O <Mary.Michael@hud.gov>; Burnett, Ginger S <Ginger.S.Burnett@hud.gov>; Ausen, Jason W <Jason.W.Ausen@hud.gov>; Doran, Jodi E <Jodi.E.Doran@hud.gov>

Subject: CBA Section 28.03 Notice of Management Directed Reassignments

Dear, AFGE Officials,

This email serves as Union notification in accordance with CBA Section 28.03 related to the Management Directed Resignments of the BUEs in the attached list to a location outside their current commuting area. Currently these employees are Remote – Outside Commuting Distance with their duty station designated as their home of record. They are being reassigned to the HUD office closest to their current duty station/home of record.

All duty positions, pay grades, and organizational charts will remain the same.

I have included a list of employees showing the program office, GS grades, current and planned geographic locations of their offices.

All other matters relating to these reassignments will be conducted in accordance with applicable CBA provisions, laws and regulations including the Federal Travel Regulations.

Dan Raymond
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