November 10, 2026

Preliminary Bargaining Proposals — HUGS Implementation and Continued Rollout

Pursuant to Article 49 of the HUD–AFGE Agreement and 5 U.S.C. § 7106(b)(2) and (3), Council 222 submits these preliminary proposals regarding implementation already undertaken and further rollout of HUGS. They address negotiable procedures and appropriate arrangements, not the underlying reserved management decision to select technology.

Common Provision — Notice and Bargaining

Before further HUGS-related changes affecting BUE conditions of employment are implemented, HUD shall provide applicable Article 49 notice and bargain over negotiable procedures and appropriate arrangements. For changes already implemented, the parties shall bargain over appropriate prospective and, where legally warranted, remedial arrangements.

Proposal 1 — Standard Operating Procedures and Transition

HUD shall furnish existing and proposed HUGS SOPs and a comparison identifying procedures replaced, eliminated, consolidated, or modified. Before retiring a legacy employee workflow, HUD shall establish written transition instructions identifying the effective date, responsible office, interim processing method, and escalation contact. Affected BUEs shall receive duty-time instruction on the new procedure before mandatory use.

Proposal 2 — Workflow Dependencies and Cross-Office Accountability

HUD shall furnish workflow diagrams and a responsibility matrix for every HUGS review, approval, monitoring, and closeout stage, identifying office, role, action, authority, and processing deadline. HUD shall establish a documented escalation procedure for stalled interoffice actions and a method for employees to record external dependencies. An employee shall not be charged with a delay or deficiency attributable to a stage outside that employee’s assigned authority or control.

Proposal 3 — Position Duties and Reporting Relationships

HUD shall identify affected positions, provide existing and proposed position descriptions and organization charts, and identify any reassigned or substantially modified duties or supervisory reporting relationships. Before affected BUEs are required to follow revised procedures, HUD shall provide written role-specific instructions identifying the change, effective date, supervisor or approval contact, and process for requesting clarification or correction of an inaccurate duty assignment.

Proposal 4 — Security, Access, and Credentials

HUD shall identify role-based access requirements, security or sensitivity changes, investigations, certifications, and required training. HUD shall provide required training and Agency-directed credentialing during duty hours and establish a written temporary-work or

escalation procedure for employees awaiting Agency-controlled access approval. Such employees shall not be held responsible for resulting system-access delays outside their control.

Proposal 5 — Employee and Recipient Reporting and Workload

HUD shall identify all added, modified, retired, and duplicative reporting requirements for BUEs and grant recipients, including responsible role, frequency, deadline, and approval authority. During transition, HUD shall establish a procedure for employees to report duplicative requirements and resulting workload conflicts; management shall provide written priority instructions and reasonable deadline adjustments where HUGS dependencies or overlapping reporting requirements prevent timely completion.

Proposal 6 — Data Accuracy and Performance Accountability

HUD shall establish a written procedure for employees to view relevant HUGS transaction histories, report inaccurate entries or misattributed actions, and seek correction with a documented response. Before HUGS-derived metrics are used in an individual performance assessment, the employee shall have a reasonable opportunity to identify system errors, recipient deficiencies, supervisory decisions, or interoffice dependencies. HUD shall consider documented circumstances outside the employee's control.

Proposal 7 — Rollout Schedule, Training, and Subsequent Releases

HUD shall provide a schedule identifying activation, mandatory-use, legacy-system retirement, training, and transition dates by program office and affected role. HUD shall provide duty-time role-specific training and written job aids before mandatory use of new functions. For later releases affecting BUE working conditions, HUD shall provide applicable Article 49 notice and bargain over negotiable procedures and appropriate arrangements before implementation.

Reservation of Rights and Response

Pursuant to Article 49, including Section 49.06(i) to the extent applicable, the Union reserves the right to amend or supplement these proposals before and during bargaining as additional records are received. Agency responses and bargaining correspondence shall be directed to Veronica Bobbitt, Executive Vice President, Council of HUD Locals 222, at president@afgehud911.org, with a copy to Council President Dr. Ashaki Robinson through the Council's designated correspondence channel. Please acknowledge receipt within five business days of receipt.