Outlook

RE: ONSITE MEETING - Compliance Team All Hands Meeting in St. Louis, Sept 15-17, 2026 - AGENDA ATTACHED

From Smith, Lana L <Lana.L.Smith@hud.gov>
Date Mon 9/14/2026 8:13 PM
To prezrob476@gmail.com <prezrob476@gmail.com>; Veronica Bobbitt <presidentlocal911@gmail.com>; Shahriar, Sajid A <Sajid.A.Shahriar@hud.gov>; sajidshahriar2007 <sajidshahriar2007@u.northwestern.edu>; Horton, Kimberly A <Kimberly.A.Horton@hud.gov>; Hortonk201@gmail.com <Hortonk201@gmail.com>; salafge <salafge@outlook.com>; Lescault, Calvin F <Calvin.F.Lescault@hud.gov>; Calvin.lescault@gmail.com <Calvin.lescault@gmail.com>; lhirsch02@msn.com <lhirsch02@msn.com>; greauxrose@gmail.com <greauxrose@gmail.com>; Hoffman, Jeffrey S <Jeffrey.S.Hoffman@hud.gov>; Jeffhoff22@gmail.com <Jeffhoff22@gmail.com>; Jackson, Eric M <Eric.M.Jackson@hud.gov>; EricJackson98@gmail.com <EricJackson98@gmail.com>; Gaines, Antonio <Antonio.Gaines@hud.gov>; Afge422@gmail.com <Afge422@gmail.com>; Candice.cainafge@gmail.com <Candice.cainafge@gmail.com>; Cain, Candice C <Candice.A.Cain@hud.gov>; Desireem2827@yahoo.com <Desireem2827@yahoo.com>
Cc Lawyer, Michael C <Michael.C.Lawyer@hud.gov>; Raymond, Daniel P <Daniel.P.Raymond@hud.gov>; Smith, Lana L <Lana.L.Smith@hud.gov>

1 attachment (130 KB)
Notification to Union - DBLS All Hands Meeting 9-14-2026.pdf;

On behalf of Management please be advised of the following:

Compliance Team All Hands Meeting in St. Louis, Sept 15-17, 2026 (Agenda Attached)

AGENDA

Tuesday, September 15
"Delivering Excellence"

8:30 a.m.-10:00 a.m.

Welcome, Opening Remarks, Who Are You
Welcome and meeting objectives, introductions, agenda overview

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10:00 a.m.-11:30 a.m.
Who We Are and What We Do
Facilitated by: Dr. Felicia Gaither, Associate National Director, Office of Field, Policy and Management

Description: This interactive leadership session will give context to who we are as an organization, the work we do, and how our individual and collective efforts advance HUD's mission and strategic priorities.

11:30 a.m.-12:30 p.m.

Navigating Change with Purpose and Excellence: "Our Mission, Our Future"

Facilitated by: Lori Michalski, General Deputy Assistant Secretary, Office of Administration

Panelists: Joseph DeFelice, Assistant Deputy Secretary Field Policy and Management; Christopher Taylor, National Director of Field Operations, Field Policy and Management; Dr. Felicia Gaither, Associate National Director, Field Policy and Management;

Description: Join senior leaders from Field Policy and Management (FPM) and the Office of Administration for a moderated discussion on navigating change and fostering a culture of excellence across the organization. As priorities evolve and the needs of the communities we serve continue to grow, our work requires adaptability, collaboration and a commitment to carrying out HUD's mission.

Through a series of guided questions, panelists will share their perspectives on navigating change and empowering employees to innovate and create an environment that promotes continuous learning, collaboration, and operational excellence. Attendees will gain practical insights into FY 2027 and beyond work, priorities and goals.

12:30 p.m.-1:45 p.m. Lunch — On Your Own

1:45 p.m.-4:00 p.m.

Franklin Covey Change: Leading yourself through Change

Facilitated by: Travia Fuller, Ed.D., Office of the Chief Human Capital Officer (OCHCO)

Description: Change is inevitable, but how we respond to it determines our success. In this engaging session, participants will explore Franklin Covey's principles for navigating change with confidence, resilience, and a growth mindset. Through practical strategies and interactive discussion, attendees will learn how to reframe uncertainty as an opportunity for innovation, strengthen their ability to adapt to evolving priorities, and remain focused on delivering results. Participants will leave with actionable tools to manage change effectively, support their colleagues through transition, and contribute to a culture of continuous learning and high performance.

4:00 p.m.-4:45 p.m.

Glows, Grows, and Goals

Description: A positive self-reflection activity that encourages participants to celebrate their accomplishments, identify areas for growth, and set meaningful goals. Participants reflect on what they are most proud of ("Glows"), consider opportunities for improvement ("Grows"), and identify actionable next steps ("Goals") to support their continued development.

4:45 p.m.-5:00 p.m. Closing Remarks/ Wrap-up

Wednesday, September 16
"Building Technical Excellence"

8:15 a.m.-8:30 a.m.
Morning Recap

8:30 a.m.-10:30 a.m.
Compliance Standards
Facilitated by: Angel Aguero, Area 1 Compliance Director, FPM; Roxanne Volkmann, Area 2 Compliance Director, FPM; Nelcy Agudelo, Compliance Standards Specialist, Deborah Diez, Compliance Standards Specialist
Description: This session will focus on practical tools, procedures, and best practices for effectively administering and monitoring compliance across the field. Facilitators from the team will share lessons learned and successful practices from the field, including effective use of SharePoint, recordkeeping requirements, and strategies for strengthening communication and coordination between Multifamily Housing (MFH) and FPM. Such strategies will prevent delays in final endorsement by effectively communicating outstanding issues with MFH and the development team where necessary.
Participants will explore new tools and methods for working more efficiently, including approaches to streamline payroll reviews, eliminate or de-prioritize less effective review practices, while maintaining worker protection. The session will also highlight automation efforts designed to improve efficiency and help staff focus resources on higher-priority activities. Finally, participants will identify best practices for addressing common but significant compliance issues, including missing workers identified through HUD-11s.

10:30 a.m.-10:45 a.m. Break

10:45 a.m.-12:00 p.m.
Build America, Buy America (BABA)
Facilitated by: Aayush Kapur, Program Analyst, FPM
Description: This session will provide participants with an overview of the Build America, Buy America (BABA) requirements and their impact on HUD-funded programs. Attendees will gain a better understanding of the Office of Field Policy and Management's (FPM) role in supporting compliance, monitoring implementation, and providing technical assistance to the field. The discussion will highlight common findings, lessons learned from field implementation, and best practices for ensuring consistent application of BABA requirements. Participants will leave with practical knowledge and resources to strengthen compliance, support program delivery, and promote successful implementation across HUD programs.

12:00 p.m.-1:15 p.m. Lunch – On Your Own.

1:15 p.m.-2:30 p.m.
Multifamily Housing: How We Work Better Together
Facilitated by: Steve Ott, Senior Advisor, Multifamily Housing
Description: This session will provide an intermediate-level, practical overview of Multifamily Housing (MFH) operations, from project intake through final endorsement. MFH staff will explain key project status terms, including "withdrawn" and "suspended," and how these terms apply to our inventory. The session will also highlight effective communication and coordination between MFH and FPM, with a focus on identifying and resolving issues early to prevent delays in final closings. The discussion will cover various MFH programs and transaction types, including 241(a) projects, refinances, and "capital upon completion." Senior MFH staff will also discuss how certain Davis-Bacon requirements may affect affordable housing production and project timelines. The session will conclude with an open discussion and Q&A to address questions, challenges, and opportunities for improved coordination.

2:30 p.m.-2:45 p.m. Break

2:45 p.m.-4:30 p.m.
Employment & Training Administration (ETA) Apprenticeship Program Opportunities
Facilitated by: , Jeanna Caldwell, Region 5 local Apprenticeship and Training Representative U.S. Department of Labor Staff, Employment & Training Administration (ETA)
Description: This session will provide an overview of the U.S. Department of Labor's apprenticeship program, including how registered apprenticeship opportunities can support workforce development, strengthen career pathways, and connect workers with meaningful employment opportunities. DOL staff will discuss key program components, available resources, and how apprenticeship programs can align with HUD-funded work and labor standards requirements. Participants will gain a better understanding of the role apprenticeships can play in developing a skilled workforce, supporting economic opportunity, and strengthening partnerships between HUD, employers, and communities.

4:30 p.m.-5:00 p.m. Wrap-up

Thursday, September 17
"Strengthening Partnerships & Looking Forward"

8:15 a.m.-8:30 a.m.
Morning Recap

8:30 a.m.-10:00 a.m.

Section 3: Advancing Economic Opportunities Through Compliance and Community Impact

Facilitated by: Jasmy Methipara, Senior Management and Program Analyst, FPM and Denise Cleveland-Leggett, Senior National Advisor for Economic and Workforce Development Initiatives, FPM

Description: This session will explore the nuances of the Section 3 rule, its purpose, impact and its role in creating employment, training and contracting opportunities for low- and very low-income individuals through HUD-funded programs. The discussion will include an overview of current requirements from HUD's Offices of Public and Indian Housing (PIH) and Community Planning and Development (CPD) as well as the Office of Field Policy and Management's (FPM) monitoring responsibilities, common compliance issues, training opportunities and strategies for overcoming field implementation challenges.
Participants will gain practical insights and strengthen their understanding of how effective compliance supports HUD's mission of expanding economic opportunity and community development.

10:00 a.m.-11:15 a.m.
Open Discussion/Emerging Issues

11:15 a.m.-12:30 p.m. Adjourn (except for Compliance Staff) & Lunch

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12:30 p.m.-3:00 p.m.
Department of Labor: Davis-Bacon & Labor Standards Update
Facilitated by: Michael Lazzeri, Regional Administrator, Midwest Region, Department of Labor Matthew Visnick. Regional Enforcement Coordinator (REC) - Government Contracts, Midwest Regional Office, Department of Labor, and Angel Aguero, Area 1 Director (Compliance), FPM.
Description: This session will provide the latest updates on Davis-Bacon and Related Acts (DBRA) requirements and current guidance, including the implications of Final Rule injunctions. It will also address HUD-DOL coordination to promote consistent labor standards oversight and implementation across the field. Participants will review investigative and formal withholding procedures, the additional conformance process, and common compliance challenges. The session will highlight best practices and provide practical tools to strengthen labor standards compliance, protect workers, and support effective program administration.

3:00 p.m-4:30 p.m.
Basic Labor Standards Training

Facilitated by: Angel Aguero, Area 1 Director, Office of Compliance, FPM

Description: Reviewing the basics, especially for staff with fewer than four years of DBRA experience; all may attend.

4:30 p.m. Remaining Staff Adjourn

If you have any questions, please contact Michael Lawyer: Michael.C.Lawyer@hud.gov

Respectfully,

Lana L. Smith, M.A.O.M.
Employee Labor Relations – Region 9
Department of Housing & Urban Development
Office of Human Capital
300 North Los Angeles Street, Suite 4054
Los Angeles, California 90012
Lana.L.Smith@hud.gov
Chat with me on Teams
Call me on Teams

Employee and Labor Relations Survey

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U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
WASHINGTON, DC 20410-0050

OFFICE OF FIELD POLICY
AND MANAGEMENT

September 14, 2026

MEMORANDUM FOR: Union Presidents

THROUGH: Daniel Raymond, Advisor, Employee and Labor Relations, AED

FROM: Michael Lawyer, Supervisory Management Analyst,

SUBJECT: Compliance Team All Hands Meeting in St. Louis, Sept 15-17

This is notification pursuant to Article 4, section 4.04 of the collective bargaining agreement (CBA) between HUD and AFGE to inform you that the Office of Field Policy and Management (FPM) has scheduled a Compliance team all hands meeting in St. Louis, for all day on September 15, 16, and 17.

The meeting agenda is attached. The meeting will be onsite, and there will not be a virtual option.

The following bargaining unit staff are expected to be in attendance:

Agudelo, Nelcy
Ross, Lavaris
Doe, Alfredia
Polk, Denise
Baptista, Monica
Miller, Ena
Oliver, Elisa
Gibo, Marlon
Diez, Deborah
Garcia, Miguel
Foster, Rhonda
Hicks, Patrice
Ramirez, Fernando
Jennings, Anthony
Solorzano, Alberto
Jose, Rowena

If you have any questions or concerns, please contact me.

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