

From: AFGE Council 222

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Subject: HUD Undermining Your Collective Bargaining Rights!



National Council of HUD Locals - Council 222

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES AFFILIATED WITH AFL-CIO
WE ARE COMPRISED OF HUD LOCALS THROUGHOUT THE U.S.

<https://afgecouncil222.com>

July 10, 2024

HUD Undermining Your Collective Bargaining Rights!

Dear Brothers and Sisters

I hope this e-alert finds each of you in good health and spirits – despite the decisions management has taken to lower employee morale.

Here are some of the actions that the agency has taken, under Acting Secretary Todman's leadership, to undermine your collective bargaining rights. Here's a brief list:

1. In February 2024, Multifamily issued a return to Office notification absent consultation with the Union as required on the Collective Bargaining Agreement (CBA) and in direct violation of negotiated supplements. In subsequent months thereafter, management has issued separate return to work notices, by program area e.g. CPD, FPM and PIH. Each of these program areas have separate policies regarding telework. For example, Multifamily has created new policies such as core office days. PIH has increased the number of in-office days to reduce telework privileges and they all have refused to negotiate the changes in policy as required by the CBA.
2. Management continues to violate the rights of federal employees with disabilities – seen and unseen. The Union has concrete evidence of management officials consulting with agency attorneys on ways to deny employees requests for reasonable accommodations. The Union posits that the agency is in violation of the Americans with Disabilities Act (ADA), the CBA for failing to comply with the timelines delineated in Article 45 and for failing to provide employees with interim accommodations. The agency is also in violation of HIPPA for disclosing employees protected medical information regarding their disabilities to agency attorneys prior to them having a need to know. Acting Secretary Todman, Chief Human Capital Officer, Lori Michalski, OGC Department heads Damon Smith and Gayle Bohling are all aware of the practices being executed by the Director of the Reasonable Accommodation Branch Chief, Ms. Tammy Lawrence, yet refuse to take corrective action. It should be noted that Ms. Lawrence was recruited by OCHCO for this very purpose as she developed a reputation at the Social Security Administration (SSA) for adamantly opposing reasonable accommodation requests of bargaining unit employees with disabilities.
3. In May 2024, Acting Secretary Todman and her leadership team sent notification to the Union expressing their desire to renegotiate the existing collective bargaining agreement, using the ground rules from the previous (Trump) administration dating back to 2019. The Union views this as yet another attack and attempt to undermine your collective bargaining rights. First, the timing of the request is incredibly deceptive – 6 months before an election on November

5th. Acting Secretary Todman and her team had 3 years to engage in meaningful negotiations. But she waited to try and leverage the fear of the return of a new and perhaps more threatening (Trump) Administration along with a shorter time frame to leverage a more favorable outcome for the Agency. **LET ME BE CLEAR!!!** The dedicated Union officials of Council 222, and I as your Council President, don't give a **DAMN** who our opposition is. We will continue to **FIGHT** for your rights in the workplace, no matter what administration is in place. We recognize some administrations may be more formidable than others but, that's the name of the game.

Just so you know, the agency has placed its focus on restricting your rights under **Article 24 - Merit Promotion** and **Article 30 – Performance Appraisal**. Essentially, they have the same objectives as the previous administration. The only difference is this administration's approach is more clandestine in nature. Acting Secretary Todman and her leadership team want to gut the CBA and make it easier for rank-and-file managers to fire federal employees. The irony is this is supposed to be the most Union friendly administration in history. Well, with friends like this, who needs enemies!

Finally, management officials have routinely told the bargaining unit employees that they have consulted with the Union about many of the draconian changes they have made to these policies. **THEY HAVE NOT!** Senior management officials in this administration have a real problem with the truth. Suffice it to say if they're talking half of what is being disseminated is untruthful. Think of it this way, if management doesn't tell **LIES** about the Union, we won't tell **TRUTHS** about them!

The Union has filed grievances and scheduled arbitration where appropriate. We will continue to work towards mutual agreement and reasonable solutions. We thank you for your continued support and public service to the American citizenry.

Always in Solidarity,

Antonio F. Gaines
President
National Council 222

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This e:alert is for HUD AFGE bargaining unit employees