

# AFGE Local 2883 Reasonable Accommodations Town Hall Notes (1/7/2026)

## Overview

Meeting addressed reasonable accommodations (RAs) and telework policies at CDC in response to HHS policy changes affecting employees with disabilities. Legal guidance was provided on the EEO complaint process, including applicable timelines and documentation requirements. Employees were advised to file EEO complaints when accommodations are denied or not implemented within required timeframes under HHS policy, and to carefully document all interactions, medical information, and agency responses.

Participants raised concerns about widespread breakdowns in the RA process due to staffing shortages and administrative changes at both CDC and HHS. Many employees reported difficulties renewing existing accommodations or obtaining new ones, including expirations of interim accommodations and denials involving telework accommodations process. Strategies for pursuing individual and potential class-based EEO complaints were discussed, along with the possibility of policy shifts depending on future leadership changes or collective pressure campaigns.

**Affected employees should file EEO complaints and track participation to support potential consolidated or class complaints.**

Distributed guidance materials and links from the AFGE resource library, including EEO timelines, disability discrimination references, and FMLA resources, **links to documentation below.**

Follow-up legal training will be scheduled in approximately two weeks that will focus on completing formal EEO complaints and statements of claim, including common issues with claim fragmentation and strong legal wording for summaries. AFGE General Counsel will coordinate with volunteers regarding ongoing research and potential federal court or class-based actions.

Members should update medical documentation to reflect permanent or chronic conditions where applicable to support permanent accommodations.

**All Affected Employees should continue documenting all communications, harms, and agency responses related to reasonable accommodations, including retaining copies outside government systems.**

Formal EEO complaints can be filed if the counseling period has elapsed without agency response and include all relevant management officials as appropriate. Should request legal review of documentation before pursuing this step.

#### [\*\*Legal and Technical Updates\*\*](#)

The meeting began with technical check-ins and a review of outstanding legal coordination issues. Union leadership emphasized the need for improved communication, exploration of class complaint options, and identification of potential class agents. Updates were shared regarding the number of EEO counseling requests filed to date and the general process for selecting a class agent. About 60 people had filed.

#### [\*\*Reasonable Accommodation Denial Tracking\*\*](#)

Participants discussed ongoing tracking of RA denials, including telework-related denials, through a centralized reporting mechanism. A survey was proposed to collect additional employee data. The group noted that many denials involve both telework and non-telework accommodations.

#### [\*\*Reasonable Accommodations and Telework Policies\*\*](#)

Legal guidance was provided on reasonable accommodation requirements, emphasizing that agencies must engage in the interactive process and provide effective accommodations within required timelines, even if the accommodation differs from the initial request. Employees were advised to continue filing EEO complaints through HHS EEO channels despite administrative restructuring.

#### [\*\*Telework Policy Updates\*\*](#)

The group reviewed recent policy changes clarifying that accommodations must be implemented within 35 days. Concerns were raised about employees being incorrectly marked AWOL while working remotely. Employees were advised to document these incidents and consider filing EEO complaints if retaliation occurs.

## EEO Complaints and Enforcement

Discussion covered timelines for EEO counseling, filing formal complaints, and agency obligations. Participants were advised that agencies cannot retroactively revoke approved telework accommodations without demonstrating undue hardship. The group reviewed scenarios involving expired interim accommodations, workforce reductions, and post-separation complaints. They advised participants to document everything, including medical information, and to file EEO complaints if they haven't received accommodations, naming all relevant management officials in the complaints. The relevant management official does not need to be the direct supervisor if they are not the one enforcing the policy, and a supervisor strategy can be to push responsibility to a higher supervisory level to avoid being asked to defend a policy that does not have basis in legal authority. Employees do not need to inform their supervisors if they file an EEO complaint. Supervisors cannot legally retaliate against an employee who files an EEO complaint. Jenny Pratt advised participants to document all interactions in writing and send follow-up emails to management, noting that silence often indicates acceptance. The group discussed how to properly label retaliatory actions as "retaliatory" rather than "punitive" in EEO complaints, and Jenny emphasized that formal complaints should be filed within 15 days of receiving the Notice of Right to file.

## Workplace Discrimination and Legal Strategy

Legal strategies were discussed, including filing complaints with oversight bodies for whistleblower protection. Participants reviewed issues related to ineffective interim accommodations, damages caps, back pay, and escalation of stalled complaints. Ongoing confusion regarding responsibility between CDC and HHS for accommodation processing was noted.

## Documentation and Medical Information

Employees were advised to provide medical documentation only when formally requested and only to the reasonable accommodations coordinator (RAC). Also to document all requests and responses, and to maintain personal copies of records. Guidance was provided on documenting retaliation and accurately characterizing agency actions in EEO complaints. Jenny Pratt from AFGE explained that employees with chronic conditions should seek permanent RAs rather than annual renewals, and provided guidance on using Form HHS-990-3 for telework agreements. The discussion also covered FMLA leave options and the possibility of filing EEO complaints, with Jenny clarifying that employees can continue EEO cases even after leaving their positions.

The conversation ended with information about contacting AFGE for legal assistance regarding RAs and EEO complaints.

### [Telework Agreements and FMLA](#)

The group reviewed telework agreements, noting that chronic conditions may warrant permanent accommodations rather than annual renewals. Guidance was provided on the use of Form HHS-990-3 and the protective role of FMLA. **Employees were advised that EEO complaints may continue even after separation from service.**

### [Class Action Considerations](#)

Participants discussed the relationship between individual EEO complaints and potential class actions, including the necessity of filing individual complaints to preserve eligibility. Individual cases must go through the EEO process before federal court, AFGE is exploring class action options. Alternative dispute resolution was generally discouraged due to its impact on timelines unless there is a clear strategic benefit.

### [EEO Process Improvements](#)

The meeting concluded with plans to organize a formal complaint workshop, reinforce documentation best practices, and ensure employees preserve records outside government systems. Emphasis was placed on meeting filing deadlines and carefully drafting statements of claim.

### [Resources](#)

#### [EEO Complaint Process Flyer](#)



## IF YOU FEEL YOU'VE BEEN A VICTIM OF DISCRIMINATION, **YOU HAVE THE RIGHT...**



If you feel you've been a victim of discrimination, you have the right to file an EEO complaint with your agency's Equal Employment Opportunity Office.

**45 DAYS** An aggrieved individual **must contact the EEO office within 45 days from when they knew or should have known of the alleged discrimination.**

<b>30 DAYS</b> Traditional counseling EEO Traditional counseling lasts 30 days but can be extended 60 days if both parties agree for a total of 90 days.	<b>90 DAYS</b> Alternative Dispute Resolution (ADR) Alternative Dispute Resolution typically includes dispute processes like negotiation, conciliation, or mediation.
<b>15 DAYS</b> If no resolution results from either EEO Traditional counseling or ADR, then a notice of right to file a discrimination complaint is issued and the aggrieved has 15 days to file a formal complaint.	
<b>180 DAYS</b> If a formal complaint is filed an investigation will be completed within 180 days (with up to a total of 360 days if the complaint is amended).	
<b>30 DAYS</b> Once the investigation is complete, the EEO office issues a report of investigation notification letter and the complainant has 30 days to request either a hearing before the EEOC or a Final Agency Decision (FAD). If an election is not made within the 30-day period, a FAD will be issued by default.	

If you would like to find out how you can receive assistance from the Women's and Fair Practices Departments, please contact our offices at 202-639-4006.

[Disability Retirement Guide](#)

[HHS-990-3 telework agreement form](#)

[Women and Fair Practices Resource Library](#) (includes FMLA and Disability Discrimination Manuals)