

NATIONAL SUPPLEMENT
Between
U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
And
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
NATIONAL COUNCIL OF HUD LOCALS 222

SUBJECT: Creation of the Office of Healthcare Programs

SCOPE: The scope of this supplement encompasses the impact and implementation on bargaining unit employees as it relates to the reorganization of the Office of Insured Healthcare Facilities to create the Office of Healthcare Programs.

1. **Relocation, Separation, Downgrade:** No bargaining unit employee shall be involuntarily relocated, separated or downgraded as a result of the creation of this program area.
2. **Copies of Position Descriptions:** The Union shall be provided a copy of the classified position description within 30 days of classification for any new position in this reorganization.
3. **Promotions/Upward Mobility:** There shall be no adverse impact on any employees' promotions, upward mobility, or career ladder positions.
4. **Local Bargaining:** The Local Union shall receive notifications in accordance with Article 5 of the HUD/AFGE Agreement regarding local changes that may occur to bargaining unit employees including but not limited to moves, details and reassignments.
5. **Teleworking:** There shall be no adverse impact to the telework agreements of the affected employees. The Office of Healthcare Programs shall allow employees to telework in accordance with the HUD/AFGE Master Agreement/Supplements and HUD's current Telework Program Policy Guide.
6. **Reasonable Accommodation:** There shall be no adverse impact to any reasonable accommodation of the affected employees.
7. **Work at Home:** There shall be no adverse impact to any work at home agreement of any affected employees.
8. **Annual Leave:** Any annual leave previously approved shall not be rescinded as a result of this reorganization.
9. **Interim Rating:** Any employee having a new first line supervisor as a result of this reorganization shall receive an interim rating by his/ her former supervisor.

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10. Bargaining Unit Status: No employee shall be removed from the bargaining unit as a result of this reorganization.
11. Performance Ratings: Employee performance ratings shall not be adversely affected as a result of a failure to meet program based goals due to inadequate staffing.
12. Details: Details shall be in accordance with Article 14 of the HUD/AFGE Agreement.
13. Work Space: All Office of Healthcare Programs' staff will be provided work space, storage and desk space in accordance with Supplement 69. This shall be determined by local negotiations. Employees shall not be responsible for moving any files or records from one location to another.
14. Area of Consideration: The vacancies resulting from this reorganization shall be advertised in accordance with Article 13 of the HUD/AFGE Agreement. Internal rosters containing qualified HUD candidates will be submitted to the selecting official first. The external roster will be submitted to the Selecting Official seven (7) working days from the internal roster submission.
15. Outstationed Performance Ratings: An outstationed employee's rating official shall be within the remote supervisory chain in accordance with Supplement 86 and Article 37 of the HUD/AFGE Agreement.
16. Flexi-tour: There shall be no adverse impact on any employee's alternative work schedule as a result of this reorganization.
17. Outstationed Vacancies: Positions that are determined to be location neutral shall be advertised nationwide with no specific geographic location.
18. Employee Provided Training: As workload issues relating to the reorganization are identified, management shall adjust the workload of the affected employee as appropriate. Training and career development shall be in accordance with Article 12 of the HUD/AFGE Agreement.
19. Rights: Nothing in this Supplement waives any rights granted to employees by law, regulation, statute or contract.
20. E-Performance: In establishing and applying Specific Measurable Attainable Relevant and Time-bound (SMART) standards, Management agrees that employees shall be given a reasonable period to adjust to the new Office of Healthcare Programs workload.

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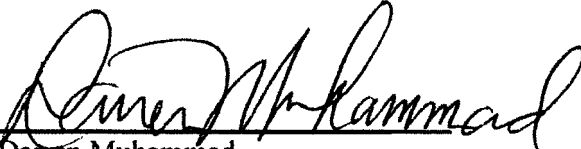
21. Position Descriptions: The Office of Healthcare Programs agrees to review the position descriptions with like duties and functions for accuracy in order to facilitate grade parity in accordance with the Office of Personnel Management (OPM) standards. If reclassification occurs, any affected Office of Healthcare Programs employees shall receive a new classified position description within 30 days.

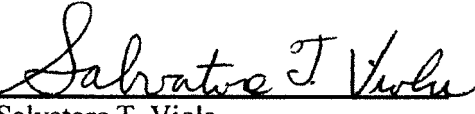
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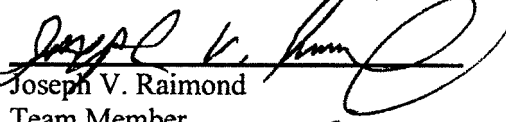
FOR MANAGEMENT

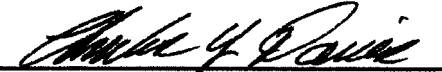
FOR THE UNION

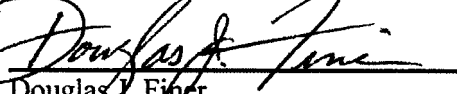

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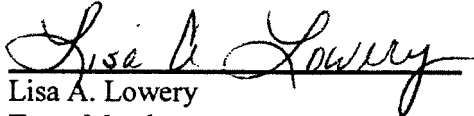

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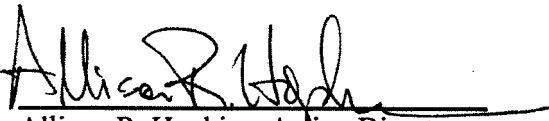

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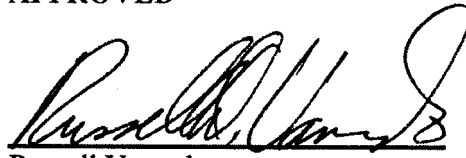

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APPROVED

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Date Signed: 4/1/2010