

NATIONAL SUPPLEMENT
Between the
Department of Housing and Urban Development
And
American Federation of Government Employees
National Council of HUD Locals 222

SUBJECT: The realignment of workload in the Multifamily (MF) Hub/Program Centers to accommodate the implementation of two major program initiatives: Section 8 Contract Administration and Multifamily Accelerated Processing (MAP).

SCOPE: The scope of this supplement encompasses the impact and implementation of the Department's carrying out the subject MF initiatives on bargaining unit employees.

1. **Filling Vacancies:** Management agrees to give priority consideration to filling all new positions, including the new CAOM positions, through internal Merit Staffing in implementing this realignment of workload.
2. **Workload Adjustment:** Management agrees employees will be given a reasonable period to adjust to their new workloads and to new practices and procedures established as a result of the implementation of this realignment of workload.
3. **Relocation:** Management agrees no Office of Housing employee will be involuntarily relocated, separated or downgraded as a result of the implementation of this realignment of workload.
4. **Career Ladders:** Management agrees this realignment of workload will not adversely affect bargaining unit employees' current career ladders, promotion potential, or upward mobility entitlements.
5. **Dissemination of Information:** Management agrees it will share organizational plans with local union presidents first and then conduct all employee staff meetings to share the concept of the realignment of work and the organizational structure to support that realignment.

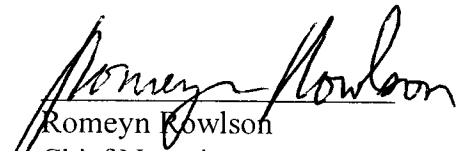
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6. **Training:** Management agrees to have a union representative involved in the development of the training regime of the staff performing Section 8 Contract Administration and MAP. Management recognizes the goal of the training is to provide these employees with the necessary knowledge to perform their duties.
7. **No RIF:** Management agrees it has no intention to conduct any reductions in force or office closures as part of this realignment of workload.
8. **Performance :** Management agrees the performance elements and standards of the team members will reflect the actual duties and functions performed as contemplated under this realignment of workload.
9. **Bargaining Unit:** Management agrees no positions will be removed from the bargaining unit as a consequence of the implementation of this realignment of workload.
10. **Local Bargaining:** Management agrees that in accordance with Article 5 of the HUD/AFGE Agreement, midterm bargaining will be conducted at the local level concerning local issues related to the impact/implementation of this Supplement.
11. **Conference Calls:** Management agrees to hold transitional conference calls with the members of this negotiation team no less than once every 6 months during the first year of the implementation of the realignment of workload.
12. **Telecommuting:** Management agrees this realignment of workload will have no adverse effect on any employees rights to telecommuting.
13. **Organizational Relationships:** Management agrees to identify and specify the organizational relationship of each employee serving on a "virtual" MAP team.
14. **Preliminary Information:** Management agrees to provide to affected employees preliminary information concerning the purpose, impact, and the method for reassigning work as a result of the realignment of workload. Employees may use this information to indicate their preferences for management's consideration of placement. Management agrees if an employee's preference cannot be met, employees may request to meet with management to discuss their placement in this realignment.
15. **Distribution of Work:** Management agrees to discuss the distribution of work, the organizational relationships, and to clarify roles and responsibilities as a result of the implementation of the realignment of workload when these plans are shared.

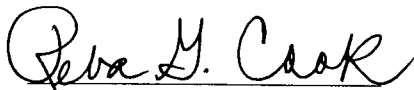
- 16. **Job Functions:** Management agrees it is not its intent to contract out further functions as a result of the implementation of this realignment of work.

- 17. **Contracting Out:** Management agrees that, prior to contracting out any function, it will satisfy the requirements of Article 35 of the HUD/AFGE Agreement.

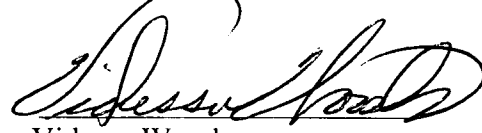
FOR MANAGEMENT:

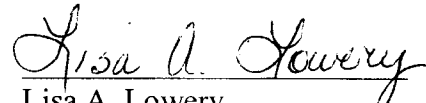

Romeyn Rowson
Chief Negotiator

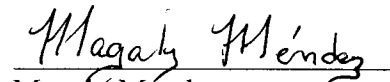

Cheryl Owens


Reba Cook

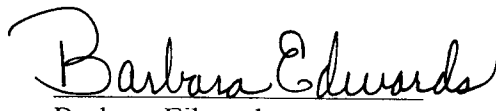
FOR THE UNION:


Videssa Woods
Chief Negotiator

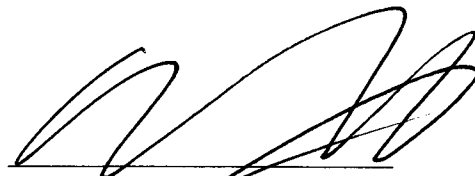

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APPROVED:


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Services

4/18/00
Date


Mortimer F. Coward
President, National Council
of HUD Locals 222

4/13/2000
Date