

NATIONAL SUPPLEMENT

Between

U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

And

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES

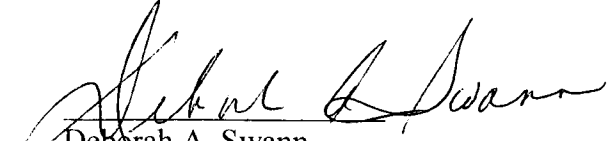
NATIONAL COUNCIL OF HUD LOCALS 222

SUBJECT: Advances in Pay

SCOPE: The scope of this Supplement encompasses the impact and implementation of the Advances in Pay policy for newly appointed employees.

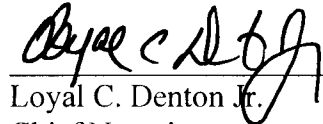
1. Employee Notification - All newly appointed employees will receive notification of the Advances in Pay policy through the normal distribution channels.
2. Union Notification - Management recognizes that it is appropriate to notify the local union when an employee submits a Request for an Advance in Pay and Repayment Agreement form.
3. Union Report - The Council President will receive an annual report on the activity of the Advances in Pay program.
4. Waiver of Repayment - Management agrees in the interest of consistency and fairness that: if an employee separates prior to repaying the advance in pay in full that it will consider waiving the outstanding balance when "recovery would be against equity and good conscience or against the public interest."
5. Employees Covered - This Advances in Pay policy applies to all newly appointed employees without regard to grade, position or title.

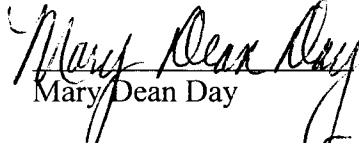
MANAGEMENT

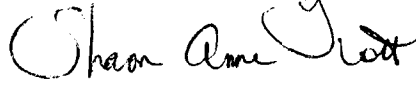

Deborah A. Swann
Chief Negotiator


Rosa M. Dortch

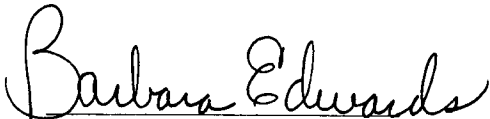
AFGE


Loyal C. Denton Jr.
Chief Negotiator

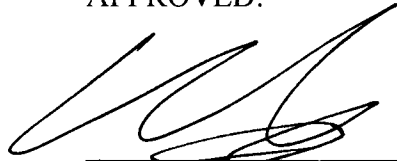

Mary Dean Day


Sharon Anne Scott

APPROVED:


Barbara Edwards
Associate Deputy Assistant
Secretary for Technical
Services

APPROVED:


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

Date Signed 4/13/00