

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

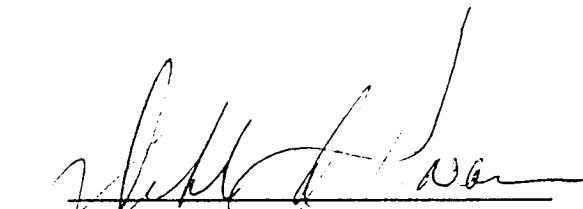
**SCOPE:** The scope of these negotiations encompasses the impact and implementation of the Office of Community Planning and Development (CPD) reorganization/realignment on bargaining unit employees.

1. Reorganization/Realignment – Nothing in this agreement is intended to contradict or modify any provisions of the Master Agreement between HUD and AFGE. For the purpose of these negotiations, the terms reorganization and realignment are synonymous.
2. Career Ladder Promotions – There will be no adverse impact on career ladder promotions as a result of this realignment/reorganization.
3. Reduction in Force – There will be no reductions in force (RIF) as a result of this realignment/reorganization.
4. Duty Station – Employees will not be involuntarily relocated as a result of this realignment/reorganization.
5. Local Bargaining Obligations – Management agrees that Local bargaining obligations associated with this Supplement will be honored in accordance with applicable laws, rules, regulations and the Agreement.
6. Signed Agreement – Management agrees to provide the members of the negotiating team and the Council President with a copy of this signed supplement.
7. Downgrades – No employee will be downgraded as a result of this realignment/reorganization.
8. Bargaining Unit Status – Management agrees that no employees' bargaining unit status will change as a result of this realignment/reorganization.
9. Position Descriptions – Management agrees that position descriptions will not change as a result of this realignment/reorganization except for the employees in the outstationed EDS and outstationed CPS positions. In addition, Management agrees that the outstationed EDS and CPS employees who receive new duties will be issued revised position descriptions no later than 30 days from implementation of this realignment/reorganization.

10. Training – Management agrees to meet with the affected employees to discuss job responsibilities, training opportunities/needs and workload. Employees with new duties are encouraged, with the involvement of management, to develop an IDP that serves as a tool for identifying training needs and opportunities. Management will offer formal and/or informal training, including peer, group and on-the-job training, program materials, and management guidance, to insure that affected employees have the necessary skills to successfully perform their responsibilities and become fully integrated into the field office organization. Performance appraisals will take into account the employee's level of expertise relative to newly assigned duties.
11. Performance Ratings – Employees' rating officials and reviewing officials for the 2003 rating cycle will not be changed prior to the end of the rating cycle.
12. Upward Mobility – Management agrees that employees' upward mobility promotions will not be adversely affected as a result of this realignment/reorganization.
13. Supervision – A CPD Field Office management official (Director, Deputy Director, or Program Manager) at the employee's duty station will supervise the Economic Development Specialists (EDS) and Consolidated Planning Specialists (CPS).
14. Protocols – Requests for cross programmatic or cross office jurisdictional assistance must be made to CPD Management. The CPD Management official responsible for assigning work to an affected employee is located at the employee's duty station, and is responsible for defining the duties and responsibilities and communicating these to the employee. The affected employee reports to the CPD Management official at his/her duty station.
15. HUD Travel Management System (HTMS) – Supervisory hierarchies will be updated in HTMS consistent with implementation of this realignment/reorganization.
16. Telecommuting – Management agrees that no employee's Telework agreement will be affected as a result of this realignment/reorganization.
17. Vacancies – Management agrees to consider utilizing Upward Mobility when filling vacant positions in the Office of Community Planning and Development in Headquarters and the Field when the opportunities to post positions in CPD become available.
18. Reasonable Accommodation – An approved reasonable accommodation for an affected employee will not be adversely affected by this realignment/reorganization.

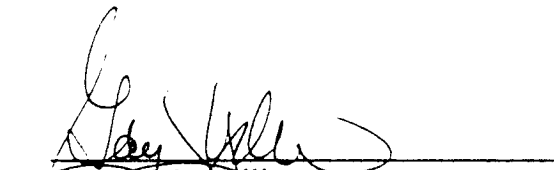
**For Management:**

**For the Union:**



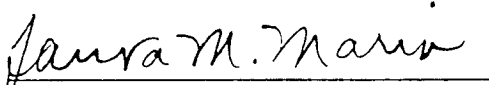

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Deborah A. Swann  
Chief Negotiator



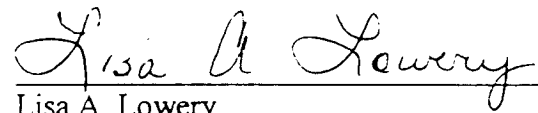

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Gary J. Mongelli  
Chief Negotiator





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Laura M. Marin  
Team Member



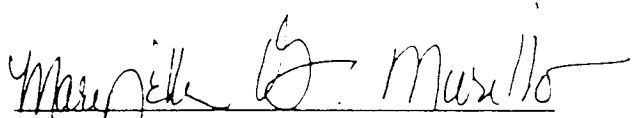

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Lisa A. Lowery  
Team Member



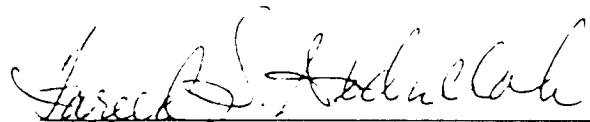

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Ronald J. Herbert  
Team Member




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Marinella G. Murillo  
Team Member




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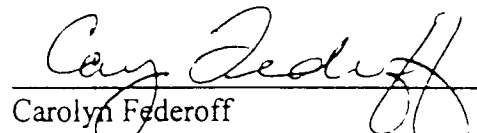
Fareed S. Abdullah  
Team Member

**APPROVED**

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Barbara J. Edwards  
Deputy Assistant Secretary  
for Human Resource Management




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Carolyn Federoff  
President, AFGE National Council  
of HUD Locals 222

Date Signed \_\_\_\_\_

Date Signed \_\_\_\_\_