

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

SUBJECT: Detail Exchange Program

SCOPE: The scope of this supplement relates to the impact and implementation of the Detail Exchange Program on GS 14/15 bargaining unit employees.

1. Volunteers: GS-14/15 employees may volunteer to participate in the Detail Exchange Program.
2. Purpose: The Detail Exchange Program is designed to provide employees an opportunity to gain experience and knowledge in other related fields in the Department, enhance career credentials, to improve employee moral and satisfaction, to allow employees to demonstrate their skills and abilities, and to allow managers an opportunity to consider current HUD employees for future vacancies, and nothing else.
3. Reduction in Force: Management shall not use the Detail Exchange Program as a means to identify employees for a RIF, to force employees to leave the agency, or in place of a performance, discipline or other adverse action.
4. Impact and Implementation: The impact and implementation of the Detail Exchange Program for GS-14/15 positions will not adversely impact bargaining unit employee's career ladder positions.
5. Downgrade: Management agrees that no bargaining unit employee will be separated or downgraded as a result of the implementing of the Detail Exchange Program.
6. Detail Participation: The Detail Exchange Program is a Departmentwide initiative. All program offices may participate in this program and all current and future GS 14/15 bargaining unit positions may be utilized in the operation of this program.
7. Notification of Positions: Employees may contact the Detail Exchange Program Coordinator for status of their detail request. The Detail Exchange Program


Coordinator contact and phone number will be provided on the HUD@work website at implementation of this Supplement.

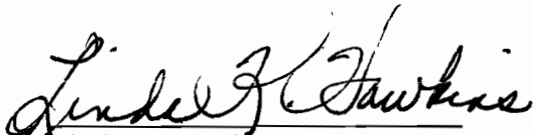
8. Withdrawal of Application: Employees may withdraw their application for the Detail Exchange Program at any time.
9. Fair and Equitable: Employees shall be treated fairly and equitably in the administration of the Detail Exchange Program. Management agrees that no person will be selected for a detail based upon a prohibited personnel practice. Employees may grieve any matter related to this program.
10. Workload Assignments: Management agrees to make every reasonable effort to closely match participants based on their knowledge and skills in related work in order to ensure success, as well as meet management's needs.
11. Additional Workload: When GS 14/15 employees are detailed into other areas or into other positions, the workload will be distributed in a fair and equitable manner based on the knowledge, skills and abilities of the remaining staff.
12. 30 Day Details: Bargaining Unit employees shall not be detailed to higher graded positions for more than 30 days in accordance with the Detail Exchange Program policy.
13. Position Descriptions: Management agrees to provide a position description, employee's organization Management Plan or organization's Annual Performance Plan to employees and to the Union within 30 days.
14. Elements and Standards: Elements and standards should be issued within 30 days of any detail that lasts 120 days or longer.
15. Performance Rating: Performance Appraisals shall be in accordance with Article 37 of the HUD/AFGE Agreement.
16. Training: Management agrees to provide employees in the Detail Exchange Program training, as necessary, in accordance with Article 12 of the HUD/AFGE Agreement.
17. Reasonable Accommodations: There shall be no adverse impact to any reasonable accommodation of any affected employee.
18. Travel Expenses: Details outside the commuting area requiring travel and per diem will be paid by the gaining office.
19. Article 14: Nothing in this Supplement shall supersede Article 14 – Details and Temporary Promotions of the HUD/AFGE Agreement.

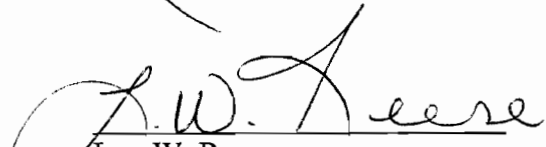
20. Probationary period and retention rights: Details do not affect a probationary period or retention rights of employees.
21. Local Bargaining: In accordance with Article 5 of the HUD/AFGE Agreement, upon the Union's request, Management agrees to engage in local bargaining regarding any impact not negotiated at the National level.

SUPPLEMENT #92

MANAGEMENT



Deborah A. Swann
Chief Negotiator

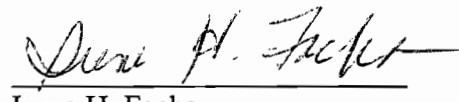

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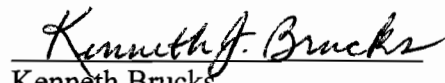

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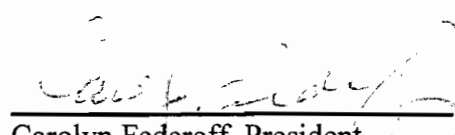

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