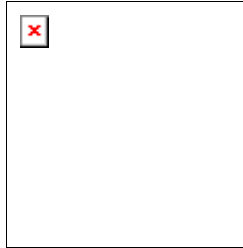


AFGE Council 222

From: AFGE Council 222
Sent: Monday, October 01, 2007 2:06 PM
To: AFGE Council 222
Subject: FW: Office of Field Policy and Management - Reassignments
Attachments: supp95.doc

From: AFGE Council 222
Sent: Thursday, September 20, 2007 8:40 AM
Subject: Office of Field Policy and Management - Reassignments



<http://afgecouncil222.com>

September 20, 2007

Field Policy and Management Reassignments

The Union learned this morning about Acting Assistant Secretary Young's latest memorandum to FPM staff—not through Management, but rather through affected FPM staff. Although we continue to work in good faith with Management, they continue to violate that good faith.

Last week, on very short notice, the Union provided a bargaining team to bargain the matter of staff reductions in FPM. On Thursday, at approximately 7:00pm EDT, Management's Chief Negotiator and I signed Supplement 95. A copy of that Supplement is attached. Under the law, Management has 30 days to review the Supplement in order to challenge the legality of any provision. We generally do not share Supplements with employees until we are sure that Management has reviewed and accepted it. Given that time was of the essence to FPM, we were assured that it would be reviewed immediately. One week later, we still have not received the results of their review.

Given the issuance of the September 19 memorandum, either Management has accepted the Supplement, or they are in violation of 5 U.S.C. Section 7116(a)(5). It could be the latter, as they seem to have minimal regard for following the law.

Here's the Supplement in a nutshell:

Reassignments will be in the following order (See Supplement 95, paragraph 3 for more details):

1. Voluntary in all offices (above, at or below ceiling);
2. Involuntary reassignments within the commuting area for offices above ceiling;
3. Voluntary reassignment, with full relocation benefits, outside the commuting area;
4. Involuntary reassignment within the commuting area for offices at or below ceiling;
5. Directed reassignments (involuntary relocations with full relocation benefits) outside the commuting area for offices over ceiling;
6. Directed reassignments (involuntary relocations with full relocation benefits) outside the commuting area for offices at or below ceiling.

Employees must meet qualifications for the positions to which they are reassigned, except that employees may be reassigned if Management determines the employee will meet qualifications within six months of reassignment (Supp 95, paragraph 3). Management determines qualifications based on your Official Personnel Folder, and any documents you provide (Supp 95, paragraph 4).

Generally, all reassignments are based on seniority. Voluntary goes to most senior employees first. Involuntary goes to least senior employees first. Management asked if we would accept program area selection of

employees, and we specifically said no.

The cost of relocations is prohibitive, averaging \$60,000 per move. As an alternative, Management agreed to offer program areas a training fund of \$10,000 for each employee for whom qualifications were waived. This money would be managed by the Training Services. However, training funds are non-negotiable, so this does not appear in the Supplement.

There is NO provision for interviews by program areas. There is NO requirement that you provide resumes. If you seek voluntary reassignment, it is in your best interest to provide documentation that supports your qualifications for the position. Similarly, if you are concerned about involuntary reassignment to a position that you do not like, and you qualify for a position that you would prefer, it is in your best interest to provide documentation that supports your qualifications for the preferred position.

We will continue to work to provide you with quality information about this process.

Carolyn Federoff
President, AFGE Council 222



U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
WASHINGTON, DC 20410-0050

OFFICE OF FIELD POLICY
AND MANAGEMENT

September 19, 2007

MEMORANDUM FOR: All FPM Employees
 FROM: *Bob Young*
 Robert Young, Acting Assistant Deputy Secretary
 for Field Policy and Management, M
 SUBJECT: FPM Reassignments

The Office of Field Policy and Management (FPM) has completed the first phase of its reassignment program. Only minimal voluntary applications for placement to positions in other organizations were received. The Office of Administration and Public and Indian Housing have reassigned two FPM employees to their offices.

Since our goal is to reduce FPM positions by at least twenty, it is now necessary for us to move to the next phase of placements which is management reassignments within the commuting area.

The positions that were listed under the voluntary reassignment phase will also be used to place FPM employees under the management reassignment process. Attached is a list of those positions.

Some of you may be called by various program offices for an interview and/or to request a resume.

As with the voluntary reassignment phase, this is a non-competitive process, which means that you cannot be placed in a position that offers greater promotional potential than the position you currently occupy. Employees must also meet the basic Office of Personnel Management qualification requirements for the position for which reassigned. However, basic qualifications may be waived on a case by case basis.

If you have questions regarding this process, please contact Angie Wilmer, Administrative Officer, at 202-402-3082

Attachment