

MEMORANDUM OF UNDERSTANDING

FILE COPY

Between the
U.S. Department of Housing & Urban Development
And
American Federation of Government Employees
National Council of HUD Locals 222

SUBJECT: The Office of Housing plans to survey its operational staff.

BACKGROUND/SCOPE: The scope of this Memorandum of Understanding relates to the Office of Housing plans to survey its operational staff

1. **Rights and Obligations of the parties:** In accordance with Article 3, Section 3.08 - HUD and Other Surveys. Management will provide the Union with an advance copy of all HUD surveys and other non-HUD surveys on personnel practices, policies and working conditions, if Management receives them in advance.
2. **Union Participation:** Management Agrees to the extent practical, the Union will be allow to participate and observe the collection of survey data.
3. **Results, analyses, and recommendations:** Management agrees to provide to the Union copies of the results, analyses, and or recommendations produced by these surveys, before it is communicated to Bargaining Unit employees.
4. **Union Concurrence:** Management agrees that any surveys initiated with the Union's concurrence shall include a statement on the survey indicating the Union's concurrence.
5. **Impact and Implementation Bargaining:** Management agrees that the Union concurrence with a management initiated surveys does not waive any rights to bargain the impact and implementation of the management decisions related to the survey, that impact bargaining unit members. The implementation of any changes based upon the results of the survey, will not take place until completion of Impact & Implementation bargaining.

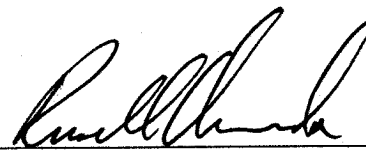
FOR MANAGEMENT:

FOR AFGE:



John Anderson, Senior Advisor
Employee & Labor Relations

Date: 11/18/11



Russell Varnado, President AFGE National
Council of HUD Local 222

Date: 11/18/2011