

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

SUBJECT: Proposed Transformation - Office of Administration

SCOPE: The scope of this supplement encompasses the transformation of the Office of Administration into the Office of the Chief Human Capital Office (OCHCO)

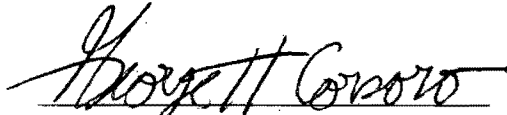
1. No Policy Changes: Nothing in this supplement changes any Administrative policies currently in place.
2. Relocation, Separation, Downgrade: No bargaining unit employee shall be involuntarily relocated, separated or downgraded as a result of this transformation.
3. Copies of Position Descriptions: The Union shall be provided a copy of all bargaining-unit classified position descriptions within 30 days of classification for any new position in this transformation.
4. Promotions/Upward Mobility: There shall be no adverse impact on any employees' promotions, upward mobility, or career ladder positions as a result of this transformation.
5. Local Bargaining: In accordance with Article 5 of the HUD/AFGE Agreement, bargaining shall be conducted at the local level concerning local issues related to the impact and implementation of the Office of Administration transformation.
6. Teleworking: There shall be no adverse impact to telework agreements as a result of this transformation.
7. Reasonable Accommodations: There shall be no adverse impact to any reasonable accommodation agreement, including approved work-at-home agreements, as a result of this transformation.

8. Annual Leave: Any annual leave previously approved shall not be rescinded as a result of this transformation.
9. Bargaining Unit Status: No employee shall be removed from the bargaining unit as a result of this transformation.
10. Contracting Out Procedures: No functions will be contracted out as a result of this transformation.
11. Detailed Organizational chart: Prior to implementation, Management agrees to provide Union's Chief Negotiator a complete and detailed organizational chart of OCHCO positions identifying the name, grade, title, and positions affected by this transformation.
12. Reassignments and Vacancies: A list of bargaining-unit employees reassigned to different positions shall be given to the Union's Chief Negotiator. If, and/or when vacancies resulting from the transformation occur and Management identifies those positions, the Union's Chief Negotiator shall be notified.
13. Administrative support: It remains the mission of the Office of the Chief Human Capital Officer, to provide support services to all employees.
14. Position Descriptions: This transformation will not adversely affect employees' current position descriptions. Management agrees to review and update OCHCO position descriptions.
15. Transfer of Function: Prior to a transfer of function, Management shall notify the Union in accordance with the HUD/AFGE Agreement.
16. Point of Contact: Upon implementation of this transformation, an organizational chart of the OCHCO shall be posted on the HUDWeb providing key points of contacts for Headquarters and Field Offices including telephone numbers.
17. Work Schedules: Management agrees that the Compressed Work Schedules 5/4/9, Alternative Work Schedule 4/10, Flexitour, and 6:00 am start time shall not be adversely impacted as a result of this transformation.

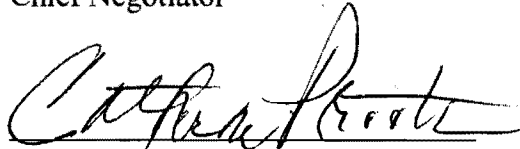
18. Customer Service Survey: Management agrees to conduct an annual Customer Satisfaction Survey for the Office of OCHCO. The results of the survey shall be provided to the President of AFGE HUD Council 222.
19. Training: Employees placed in new positions as a result of this transformation, will be provided adequate training to fulfill the duties of their new position, as necessary.
20. Transfer and Reassignment: The parties agree that an employee has the right to request a transfer and/or voluntary reassignment at any time. Employees may provide information in support of their request.

SIGNATURE PAGE

MANAGEMENT



George W. Corsoro  
Chief Negotiator

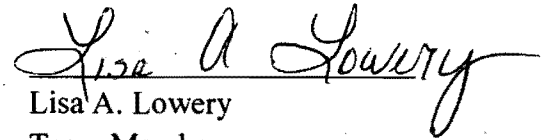


Catherine F. Proctor  
Team Member

UNION



Videssa A. Woods  
Chief Negotiator

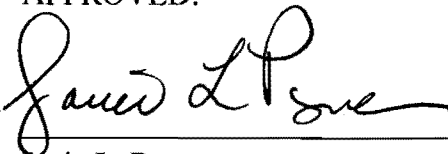


Lisa A. Lowery  
Team Member



H. Glenn Brown, Sr.  
Team Member

APPROVED:



Janie L. Payne  
General Deputy Assistant Secretary  
For Administration  
Chief Human Capital Officer

APPROVED:



Russell Varnado  
President  
AFGE National Council  
of HUD Locals 222

Date: 1-7-2010

Date: Jan. 7, 2010