

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

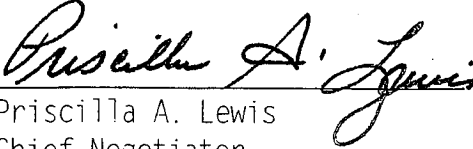
SUBJECT: Realignment - Office of Labor Relations

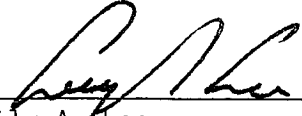
SCOPE: The scope of this supplement encompasses the impact and implementation of the realignment and reporting relationships for the functions of the Office of Labor Relations.

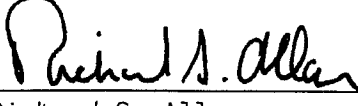
1. Career Ladders, Promotion Potential, Upward Mobility: Management agrees this realignment will not adversely affect bargaining unit employees' current career ladders, promotion potential or upward mobility entitlements. Management agrees it has no intention to conduct any reduction-in-force or other office closures as part of this realignment.
2. Filling Positions: Management agrees that positions will be filled in accordance with the HUD Merit Staffing Policy and the HUD/AFGE Agreement.
3. EPPES and Position Descriptions: Management agrees to provide all affected employees with new EPPES and position descriptions (PDs) should their new assignments include any duties different from those they are currently performing. Management agrees that employees' performance appraisals will conform with applicable provisions of the HUD/AFGE Agreement.
4. Training: Management agrees to provide training as needed.
5. Career Opportunities: Management agrees, where appropriate, to advertise positions at multiple grade levels in order to provide career growth opportunities and upward mobility during the implementation of the OLR realignment. To that end, Management shall consider filling positions from within the Department and developing bridge and/or upward mobility positions, where feasible, to help promote the internal advancement of employees.
6. Forced Relocation: Management agrees that there will be no forced relocation as a result of this realignment.

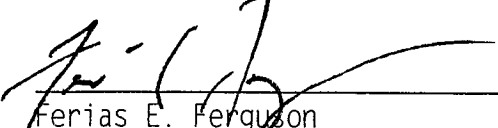
7. Bargaining Unit Status: Management agrees that no positions will be taken out of the bargaining unit based solely on the fact that a realignment was implemented.
8. Contracting Out Procedures: Management will adhere to the terms of the HUD/AFGE Agreement regarding any decisions it may make in deciding to contract out work.
9. Local Bargaining: Management agrees that, in accordance with Article 5 of the HUD/AFGE Agreement, midterm bargaining will be conducted at the local level concerning local issues related to the impact/implementation of the Office of Labor Relations realignment plan.
10. Office Equipment: Management agrees to provide new Office of Labor Relations staff with appropriate computers and other equipment in accordance with the Chief Information Officer's strategic plan and budgetary constraints.
11. Technical Service Centers: Management and the Union agree that the implementation of Technical Service Centers has not been considered in this supplement and the Union reserves the right to bargain should Technical Service Centers be implemented in the future.
12. Workload Review: Management agrees to perform a workload review of the Office of Labor Relations field locations.

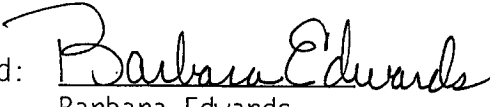
Management

  
Priscilla A. Lewis  
Chief Negotiator

  
Lily A. Lee  
Team Member

  
Richard S. Allan  
Team Member

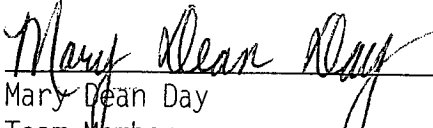
  
Ferias E. Ferguson  
Team Member


Approved:   
Barbara Edwards  
Associate Deputy Assistant  
Secretary for Technical  
Services

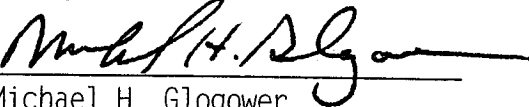
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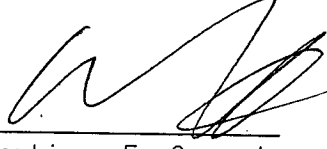
AFGE

  
John Kalivas  
Chief Negotiator

  
Mary Dean Day  
Team Member

  
Holly K. Salamido  
Team Member

  
Michael H. Glogower  
Team Member

Approved:   
Mortimer F. Coward  
President, AFGE  
National Council  
of HUD Locals 222

Date: 8/18/2000