

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

**SUBJECT:** Reassignment of Customer Service Employees

**Scope:** The scope of this agreement relates to the impact on bargaining unit employees assigned to the Office of Housing, Deputy Assistant Secretary for Single Family Housing, Single Family Homeownership Centers (HOC), Operations and Customer Service Divisions.

1. Advertisement – Management agrees if there is a need to merit staff bargaining unit positions it will be done in accordance with Article 13 of the HUD/AFGE Agreement.
2. Relocation, Separation and Downgrade – No employee will be involuntarily relocated, separated or downgraded as a result of the reassignment of the SF HOC Customer Service Employees.
3. Supplement 39 – Operating Protocols – Management agrees that Supplement 39 – Operating Protocols will continue to be applicable to employees affected by the reassignment of the SF HOC Customer Service Employees.
4. Local Bargaining – Management agrees that, in accordance with Article 5, impact and implementation bargaining will be conducted at the local level concerning local issues regarding the reassignment of the SF HOC Customer Service Employees.
5. Bargaining Unit – Management agrees that no position currently in the bargaining unit will be removed from the bargaining unit as a result of the reassignment of the SF HOC Customer Service Employees.
6. Copies of Supplements – Management agrees to provide all members of this negotiation team with a copy of this signed supplement within 30 days. Management agrees to hold a briefing session with all affected bargaining unit Customer Service employees within 30 days of the completion of these negotiations to allow the employees an opportunity to discuss this Supplement and the effect that the reassignments will have on them.
7. Positions and Promotions – Management agrees that as a result of the reassignment of the SF HOC Customer Service Employees there will be no

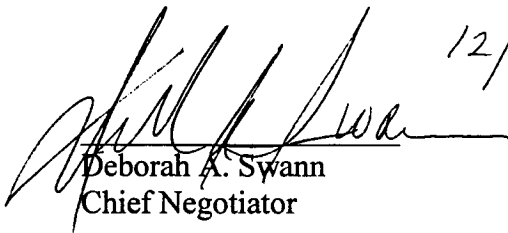
adverse impact on employees currently in an upward mobility or career ladder position or positions with promotion potential.

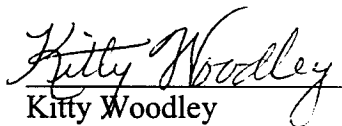
8. Telecommuting – Management agrees that no employee’s Telework agreement will be affected as a result of this reassignment.
9. Reassignments – The parties agree that an employee has the right to request a transfer and/or voluntary reassignment at any time. Individual requests for voluntary transfer to another position will be considered from employees affected by this reassignment. Employees will be afforded the opportunity to provide information in support of their request. Management will review all individual requests. Management agrees to provide the union with notification of all reassignments of bargaining unit employees under this section.
10. Reasonable Accommodations – An approved reasonable accommodation for an employee will not be affected as a result of this reassignment.
11. Leave Requests – Management has no intent to rescind bargaining unit employees’ leave requests that have already been approved.
12. Training – Management agrees to conduct a training assessment for all affected employees. The employees, consistent with Article 12, are encouraged to develop an IDP. Formal classroom training will be provided based on the availability of training funds.
13. Performance Ratings – Employees performance ratings will not be affected as a result of this reassignment.
14. Teleconference Call – Management and Union agree to schedule a conference call within 45 days after the pilot begins in Philadelphia to discuss any issues relative to the reassignment of Customer Service Employees. Subsequent conference calls may be scheduled as deemed necessary by either party.
15. Position Descriptions - Bargaining unit employees affected by this reassignment will receive a copy of their position description upon reassignment.

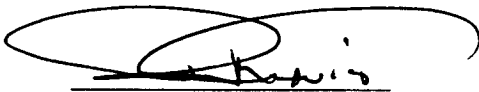
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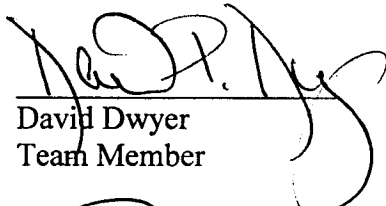
**SUPPLEMENT 62**


**FOR MANAGEMENT**

 12/1/04  
Deborah A. Swann  
Chief Negotiator

  
Kitty Woodley  
Team Member

  
Rich Davis  
Team Member

  
David Dwyer  
Team Member


  
Richard Ott  
Team Member

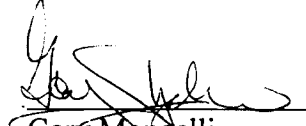
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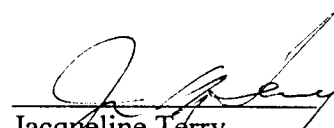
\_\_\_\_\_  
Barbara J. Edwards  
Deputy Assistant Secretary for  
Human Resource Management

Date: \_\_\_\_\_

**FOR THE UNION**

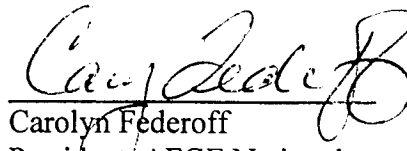
 12/1/04  
Videssa Woods  
Chief Negotiator

  
Gary Mongelli  
Team Member

  
Jacqueline Terry  
Team Member

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Delores McDaniels  
Team Member

**APPROVED:**

  
Carolyn Federoff  
President, AFGE National  
Council of HUD Locals 222

Date: 12/03/04