

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

SUBJECT: Reorganization of the Office of the Chief Procurement Officer (OCPO)

SCOPE: The scope of this Supplement encompasses the impact and implementation on bargaining unit employees of the reorganization of OCPO.

1. **Relocation, Separation and Downgrade:** Management agrees that no bargaining unit employee will be involuntarily relocated, separated or downgraded as a result of this reorganization.
2. **Promotions/Upward Mobility:** Management agrees there will be no adverse impact on employees' promotions, upward mobility, and career ladder positions as a result of this reorganization.
3. **Telecommuting:** Management agrees that the implementation of this reorganization will have no affect on existing employees' Telework agreements under the Department's telework policies, including telecommuting up to three days per week.
4. **Performance Appraisals:** Management agrees that this reorganization will have no affect on employees EPPES ratings. Within 30 workdays from the effective date of being reassigned to a new supervisor and/or new duties, Management shall provide the affected employees with an interim rating. "Interim rating" will be typed on the Performance Appraisal cover sheet. New critical elements and performance standards shall be issued to affected employees within 30 days from the effective date of the reorganization should their new assignments include any duties different from those they are currently performing.
5. **Bargaining Unit Status:** Management agrees that no employees' positions will be removed from the bargaining unit as a result of this reorganization.
6. **Adverse Impact:** Management agrees that OCPO employees will not be adversely affected as a result of this reorganization.
7. **Merit Staffing:** Management agrees that newly created or vacant positions will be filled in accordance with Article 13 of the HUD/AFGE Agreement.

8. Career-Ladder Developmental Positions: Management agrees that it is desirable to develop or utilize programs that facilitate the career development of the Department's employees. Consequently, OCPO Management will identify five (5) career-ladder developmental positions for internal candidates. This provision recognizes the educational requirements of the contracting series (1102) while offering an upwardly mobile career path.
9. Utilization of Skills: To the maximum extent possible, management agrees to assign work in a fair and equitable manner and to evaluate and utilize the skills and abilities of bargaining unit employees.
10. Outstationed Employees: Management agrees that outstationed OCPO employees will not be required to apply for their current positions.
11. Voluntary Reassignment/Transfer: Employees have the right to request a transfer or voluntary reassignment at any time. Management will consider such requests on a case-by-case basis.
12. Position Descriptions: Management agrees that this reorganization will not adversely affect employees' current position descriptions. Management agrees to review and update OCPO position descriptions.
13. Contracting Out: Management agrees that no functions will be contracted out as a result of this reorganization.
14. Details: All details will be accomplished in accordance with Article 14 of the HUD/AFGE Agreement.
15. Reasonable Accommodations: All reasonable accommodation requests will be processed timely in accordance with Supplement 41. All previously approved reasonable accommodations will remain in effect.
16. Leave Requests: Management agrees that any leave requests that have already been approved will not be rescinded, except in accordance with Article 24, Section 24.04 of the HUD/AFGE Agreement.
17. Training: To the maximum extent possible, management agrees to provide internal and external training and developmental opportunities designed for the acquisition career field. Management agrees to meet with employees on an annual basis to identify appropriate developmental/training needs. Employees, consistent with Article 12, are encouraged to develop an Individual Development Plan (IDP).
18. Written Policies: Management shall provide OCPO staff any amended or new written policies and procedures developed to support OCPO operations, duties and functions under this reorganization.

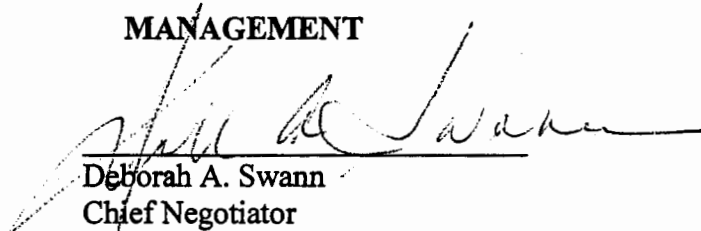
19. Local Bargaining: In accordance with Article 5 of the HUD/AFGE Agreement, upon the Union's request, Management agrees to engage in local bargaining regarding any impact not negotiated at the national level.
20. Employee Rights: This Supplement shall not diminish or waive any rights that bargaining unit employees may have under the HUD/AFGE Agreement, law, rule, or regulation.
21. Effective Date: This supplement shall become effective upon signature by both parties no later than January 31, 2006.

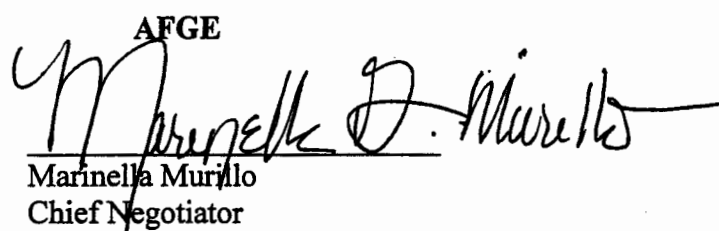
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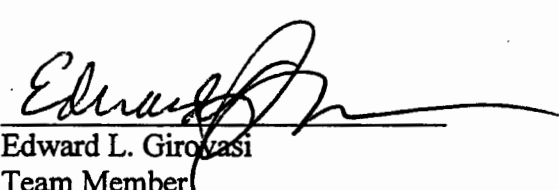
SUPPLEMENT 74

MANAGEMENT

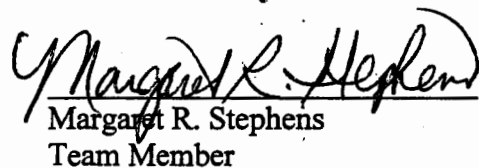
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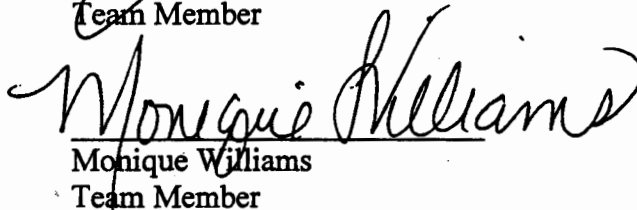

Deborah A. Swann
Chief Negotiator

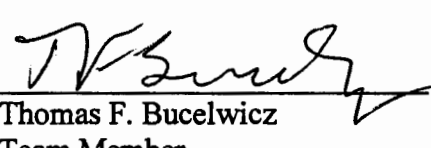

Marinella Murillo
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Monique Williams
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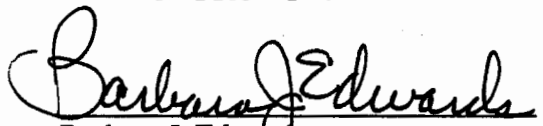

Thomas F. Bucelwicz
Team Member


Patrick W. Simien
Team Member

Date Signed 1/19/06

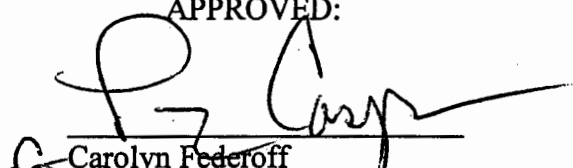
Date Signed 01/19/2006

APPROVED:


Barbara J. Edwards
Deputy Assistant Secretary
For Human Resource Management

Date Signed 2/3/2006

APPROVED:


for Carolyn Federoff
President, AFGE National Council
of HUD Locals 222

Date Signed 01/26/2006