

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

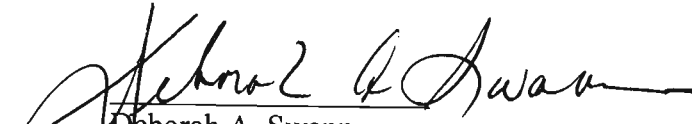
**SUBJECT:** Transfer and realignment of the Financial Management Center (FMC) from the Office of Public and Indian Housing (PIH) to the Office of Housing

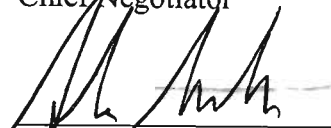
**SCOPE:** The scope of this supplement encompasses the impact and implementation on bargaining unit employees as a result of the transfer and realignment of the FMC from PIH to the Office of Housing.


1. Relocation, Separation, Downgrade: No bargaining unit employee shall be involuntarily relocated, separated or downgraded as a result of this realignment.
2. Promotions/Upward Mobility: There shall be no adverse impact on any employee's promotions, career promotions, or upward mobility as a result of this realignment.
3. Local Bargaining: In accordance with Article 5 of the HUD/AFGE Agreement, bargaining shall be conducted at local level concerning appropriate local issues related to the impact and implementation of this realignment.
4. Telework: There shall be no adverse impact to the telework agreements of the affected employees as a result of this realignment.
5. Reasonable Accommodation: There shall be no adverse impact to any reasonable accommodation agreement, including work at home approved under reasonable accommodations, of any affected bargaining unit employee.
6. Annual Leave: Annual leave previously approved shall not be rescinded as a result of this realignment.
7. Bargaining Unit Status: No employees' bargaining unit status shall change as a result of this realignment.
8. Briefing: Management agrees to hold a briefing session with all affected employees within thirty (30) days of the effective date of this supplement to discuss the realignment.

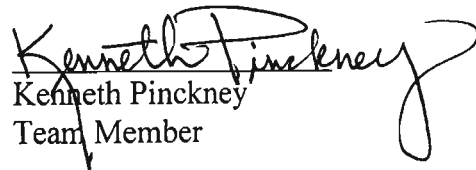
9. Performance Plans: Within 30 workdays from the effective date of the realignment, Management shall provide the affected employees with performance plans for Fiscal Year 2008. Progress reviews will be conducted with all bargaining unit employees. At the time of the Progress Review, Management will give consideration to the impact of the realignment on performance, and make appropriate adjustments in the performance plan, if deemed necessary.
10. Space Moves: Employees shall not physically move as a result of this realignment. Should management propose to move employees, the Union will be notified in accordance with Article 5 of the HUD/AFGE Agreement.
11. Vacancies: Management agrees that if positions are created, currently vacant, or merit staffed as a result of this realignment, consideration will be given to internal candidates and upward mobility, wherever feasible. All vacant positions advertised will be in accordance with Article 13, Section 13.08 of the HUD/AFGE Agreement.
12. Employee/Union Rights: This supplement does not diminish or waive any rights the Union or individual employees may have under the HUD/AFGE Agreement, law, rule or regulation.
13. Position Descriptions: Management agrees to provide employees a copy of their classified position description upon the approval of this Supplement. Additionally, the Council President will be provided copies of the position descriptions.
14. Copies of Supplements: Management agrees to provide all members of this negotiation team with a copy of this signed supplement within thirty (30) days.
15. Bridge Positions and Upward Mobility: Management shall consider filling vacant positions from within the Office of Housing and developing bridge and/or upward mobility positions.
16. Written Policies: Management shall provide employees with copies of written policies and procedures regarding operations, duties, and/or functions developed as a result of this realignment.
17. Effective Date: This supplement is effective on the approval date of the supplement.
18. Training: Management agrees to complete a training needs assessment for all employees affected by this realignment. Management will provide supervisors with guidance regarding the specific skills and knowledge the employees will need to successfully perform their duties. The employees will be encouraged to develop an IDP, consistent with Article 12.

**FOR MANAGEMENT**


  
Deborah A. Swann  
Chief Negotiator

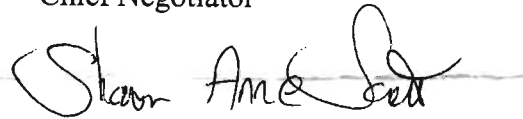
  
Steve Martin  
Team Member

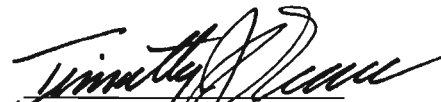
  
Deborah Lear  
Team Member

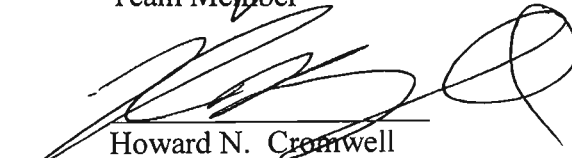
  
Kenneth Pinckney  
Team Member

**FOR THE UNION**

  
Videssa A. Woods  
Chief Negotiator

  
Sharon Anne Scott  
Team Member


  
Timothy J. Oravec  
Team Member

  
Howard N. Creamwell  
Team Member

**APPROVED**

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Barbara J. Edwards  
Deputy Assistant Secretary  
For Human Resource Management

**APPROVED**

  
Carolyn Federoff  
President, AFGE National Council  
of HUD Locals 222

Date Signed 2/14/08