

**MEMORANDUM OF UNDERSTANDING**

**Between the**

**U.S. Department of Housing & Urban Development**

**And**

**American Federation of Government Employees**

**National Council of HUD Locals 222**

**SUBJECT:** Analysis of Asset Management Functions in the Office of Housing and the Office of Public and Indian Housing

**BACKGROUND/SCOPE:** The scope of this Memorandum of Understanding relates to the Analysis of Asset Management Functions in the Office of Housing and the Office of Public and Indian Housing.

1. **Rights and Obligations of the parties:** In accordance with Article 3, Section 3.08 - HUD and Other Surveys. Management will provide the Union with an advance copy of all HUD surveys and other non-HUD surveys on personnel practices, policies and working conditions, if Management receives them in advance.
2. **Union Participation:** Management Agrees to the extent practical, the Union will be allowed to participate and observe the collection of survey data.
3. **Results, analyses, and recommendations:** Management agrees to provide to the Union copies of the results, analyses, and or recommendations produced by these surveys, before it is communicated to Bargaining Unit employees.
4. **Union Concurrence:** Management agrees that any surveys initiated with the Union's concurrence shall include a statement on the survey indicating the Union's concurrence.
5. **Impact and Implementation Bargaining:** Management agrees that the Union's concurrence with a management initiated survey does not waive any rights to bargain the impact and implementation of the management decisions related to the survey, that impact bargaining unit members. The implementation of any changes based upon the results of the survey, will not take place until completion of Impact & Implementation bargaining.

**FOR MANAGEMENT:**

**FOR AFGE:**



John Anderson, Senior Advisor  
Employee & Labor Relations



Russell Varnado, President AFGE National  
Council of HUD Local 222

Date: 11/18/11

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