

**NATIONAL SUPPLEMENT 36**  
**Between**  
**U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT**  
**And**  
**AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES**  
**NATIONAL COUNCIL OF HUD LOCALS 222**

**Subject: IREMS Robotics Process Automation (RPA) Tool**

1. **Status Quo:** Management shall not implement any changes in conditions of employment concerning IREMS RPA Tool until completion of its bargaining obligations with AFGE Council 222.
2. **Union Notice of Formal Discussions:** Management agrees to adhere to Article 4 of the collective bargaining agreement with respect to formal discussions including those related to implementation of the IREMS RPA Tool.
3. **Union Request of Briefings:** If requested by the Union, management agrees to provide future briefings or meetings to discuss any issues or concerns regarding implementation of the IREMS RPA Tool. These meetings will be held at a mutually agreeable date and time.
4. **Fair Distribution of Property Assignments:** Management agrees to distribute property assignments, utilizing IREMS RPA tool, in a manner that is fair and equitable and permits employees to meet performance standards consistent with Article 30 Performance Appraisal. Management shall ensure Multifamily employees are granted access to nationwide property assignment data via current available systems, to include Multifamily Portfolio Reporting Database (MPRD) or other successor systems, consistent with Agency cybersecurity policies. Management agrees to notify Multifamily employees via email communication of their ability to access available systems containing property assignment data.
5. **Exclusion from the Unit:** Management does not intend to remove any bargaining unit position from the unit as a result of implementation of the IREMS RPA Tool.

6. **Training:** Management agrees to provide initial training to impacted employees on the IREMS RPA Tool. Management will provide refresher training on the IREMS RPA Tool to impacted employees as needed or upon request.
  
7. **AMPS Due Date Adjustment:** Management agrees to modify AMPS due dates when properties are distributed in a manner that interferes with achievement of deadlines, due to expedited property reassignment by the IREMS RPA Tool. Reasonable advanced notice of no less than three (3) business days, absent extenuating circumstances, shall be provided to affected employees of property reassignments.
  
8. **Performance Appraisal:** Management shall adhere to covered by provisions of Article 30 Section 30.07 (5) in applying fair and equitable workload assignments, deadlines, adjustments to work deadlines and performance appraisal ratings as a result of the impact of the IREMS RPA Tool.
  
9. **Adverse Impact:** There shall be no adverse impact to employees' alternative work schedules, telework agreements, or reasonable accommodations as a result of the implementation of the IREMS RPA Tool. Any change in a telework agreement or alternative work schedule shall be in accordance with the current Collective Bargaining Agreement, Supplement 33 Flexiplace, Supplement 34 Amendments to Telework, and any successor agreement.
  
10. **Reporting Concerns:** The parties agree that after implementation of the IREMS RPA Tool, and upon discovery of concerns that may adversely impact bargaining unit employees, management agrees to promptly address these issues or concerns in a manner consistent with the AFGE Collective Bargaining Agreement.

11. **Post Implementation Changes:** Management agrees to issue an Article 49 Mid-Term Bargaining notice to the Union should Management decide to modify or expand the scope of the IREMS RPA Tool beyond the covered by provisions of this Supplement.

12. **Preservation of Rights:** This supplement shall not diminish or waive the rights that the Union and bargaining unit employees have under the HUD-AFGE Collective Bargaining Agreement (CBA), law, or government-wide rule or regulation.

For Management:

For Union:

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Bobby Allen, Chief Negotiator

  
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Sal Viola, President AFGE Council 222

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Jeffrey Little, Team Member

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Antonio Carraway, Chief Negotiator

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Terri Peasley, Team Member

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Kimberly Horton, Team Member

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Winfred Chan, Team Member

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Desiree Miles, Team Member

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Dorothy Williams, Team Member

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Jamie Harp, Technical Advisor