

NATIONAL SUPPLEMENT 46
Between
U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
And
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
COUNCIL 222

Subject: Portal and Loan Underwriting System (PLUS) Implementation

Scope: The scope of this Supplemental agreement applies to the implementation of the Portal and Loan Underwriting System (PLUS) for HUD/ AFGE Bargaining Unit Employees within the Office of Multifamily Housing Programs and Office of Healthcare Programs.

- 1. Implementation Period:** During the initial 120-day implementation period for PLUS, Management agrees to a moratorium on performance-based actions solely due to PLUS' implementation. Also, during the 120-day implementation of PLUS, all provisions of Article 30, Section 30.06 remain in effect. After the initial 120-day implementation of PLUS management shall adhere to "covered by" provisions covered by Article 30, Section 30.07 (5).
- 2. Post Implementation Concerns:** The parties agree that after implementation of PLUS, upon discovery of concerns that may adversely impact bargaining unit employees (BUEs), either party, upon request, shall promptly address their issues or concerns in a joint meeting consistent with the CBA. This meeting will not be considered as either party consenting to reopening PLUS for renegotiation unless indicated by mutual consent.
- 3. Impact on Work Arrangement:** There shall be no adverse impact on existing alternative work schedules, telework agreements, or reasonable accommodations (RAs) as a result of the implementation of PLUS. Any change in a telework agreement or alternative work schedule shall be in accordance with Article 18 "Telework" of the HUD/AFGE Collective Bargaining Agreement (CBA), Supplement 33 Flexiplace, Supplement 34 Amendments to Telework, and any successor agreement.
- 4. Training and Future Phases:** The parties agree that training will be provided to impacted employees, and union officials will be invited. Training modules will be recorded and available in a training library for later viewing, and additional refresher training will be available for impacted employees as needed or upon request. Management agrees to provide a training outline/agenda for current and future phases of PLUS.
- 5. Customer Communication Usage:** The parties agree that the intent of any future customer communication tools or functionalities in PLUS is not to collect complaints against BUEs.
- 6. Visibility and Evaluation Tools:** The parties agree that all users have the ability to review the status of work associated with the entire life of the project. This feature should also allow employees to utilize the information for their self-evaluations if they choose to

and enable users to visibly identify any hurdles or bottlenecks that may be occurring on their projects.

- 7. **Asset Management Collaboration and Project Transition:** PLUS Phase 1 will be used primarily by Production staff, and the project handoff process, from Production to Asset Management, is not changing at this time. If any other program areas within the agency are impacted by the exercise of management rights or authority that necessitates the use of PLUS software, management will inform the union in accordance with Article 49 of the CBA.

- 8. **Future scheduling Functionalities:** The Parties agree that PLUS (Phase I and Phase 2) implementation will not alter any current concept meeting and scheduler work assignment(s). Any future changes to the assignment of concept meeting and scheduling tasks will be communicated by management to the union, in accordance with the provisions outlined in the current CBA.

FOR MANAGEMENT:

MICHAEL
BAILEY

Digitally signed by: MICHAEL BAILEY
DN: CN = MICHAEL BAILEY C = US
O = U.S. Government OU =
Department of Housing and Urban
Development, Office of Administration
Date: 2024.10.23 10:37:35 -04'00'

Michael Bailey, ELR
Chief Negotiator

Date

FOR THE UNION



10/23/2024

Sal Viola
Chief Negotiator

Date

Jeffrey Little

Date

Veronica Bobbitt

Date

Roger Lewis

Date

Brenda Payette

Date

Scott Greuel

Date

Osric Whyte

Date