

LOCAL SUPPLEMENT
Between
U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
And
AMERICAN FEDERAL OF GOVERNMENT EMPLOYEES LOCAL 476

SUBJECT: Reorganization of the Office of The General Counsel (OGC) Headquarters

Scope: On July 24, 2024, AFGE Local 476 (Union) received notice that the Office of The General Counsel (OGC) Headquarters plan to implement a Congressionally approved Reorganization. The scope of this supplement encompasses the impact and implementation of the reorganization of the Office of General Counsel (OGC), involving the Offices of; Administrative Management and Human Resources Division, Budget and Contract Division; Field Management and IT Division, Operations, Procurement Division, and Administrative Law Division. The reorganization will reportedly realign several offices within the Office of General Counsel in support of the Department's mission.

Implementation: Management shall not implement this reorganization before the completion of negotiations and only after an agreement is signed evidencing mutual agreement between the parties.

Justification for Reorganization: Management will provide copies of all written directives and the congressionally approved plan for the realignment and reorganization to the Union confirming receipt of Congressional approval, and at the direction of the HUD Secretary.

Complete Information: Management agrees to provide the Union with all relevant requested information provisioned under the HUD/AFGE Collective Bargaining Agreement and relevant Statute, Management further agrees to provide all requested and relevant information necessary to understand the full scope of this proposed change as required under Article 49.

Compliance with CBA: Management agrees to comply with all of the terms of the CBA in this reorganization affecting bargaining unit employees.

Employee Meeting: Management agrees to schedule a meeting with the Union and affected employees to discuss this proposed reorganization prior to implementation of this proposed reorganization.

Vacancies, Details, and Temporary Promotions: Management agrees to comply with the CBA regarding all matters related to staffing, recruitment, vacancies, and detail opportunities as result of the reorganization.

Bargaining Unit Position Grade Eligibility: Management agrees that they will not convert any current nonmanagerial general schedule position to a managerial position without notice and justification to the Union

Reasonable Accommodations: There shall be no adverse impact on employees with approved reasonable workplace accommodations as a result of these proposed changes. Management agrees to notify the Union in advance of any bargaining unit employee, with reasonable workplace accommodation that may be adversely affected by this reorganization.

Alternative Work Schedules and Telework Agreements: Management agrees that there are no proposed changes to alternative work schedule or telework agreement that will occur as a result of this change. Management agrees to comply with all established agreements on Flexiplace and Telework covering affected bargaining unit employees.

Flexiplace and Remote Work Arrangements: Management agrees that the implementation of this reorganization will not adversely impact Flexiplace Agreements or Remote Work Arrangements of covered bargaining unit employees. Employees shall remain eligible for participation in Flexiplace and Remote Work as provisioned under established agreements between the Union and the Agency.

Leave: Any leave previously approved shall not be rescinded as a result of the proposed reorganization. Management agrees to comply with the CBA regarding leave entitlements.

Negative Impact: There shall be no negative impact on affected employees as a result of this proposed change, such as denials of leave entitlement, opportunities for training, workplace flexibilities in place prior to implementation of the reorganization. Management agrees to comply with the CBA.

Post Implementation Changes: Management agrees to provide notice to the Union of any post-bargaining changes in working conditions affecting OCG bargaining unit employees prior to implementation. Management further agrees to fulfill its obligation as provisioned under established agreements between the parties and to provide advance notice to the Union of all changes in working conditions affecting covered bargaining unit employees. Management agrees to comply with the CBA.

Preservation of Rights: Implementation of an agreement related to the proposed change shall not diminish or waive any rights that bargaining unit employees have under the HUD-AFGE Collective Bargaining Agreement, federal law, or government-wide rule or regulation.

By signing below, the parties mutually agree to the implementation of this supplemental agreement between the AFGE Local 476 and the Department of Housing and Urban Development.

Date: 11/27/2024

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For the Agency:

For the Union:

Dara Powell

Antonio Carraway

Chief Negotiator

Chief Negotiator

Michael Rosso

Employee and Labor Relations Division