

MEMORANDUM OF AGREEMENT  
BETWEEN  
Department of Housing and Urban Development  
and the  
American Federation of Government Employees. AFL-CIO  
National Council of HUD Locals 222

**Subject:** Employee Skills Assessment Survey

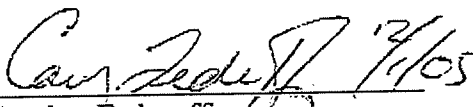
**Scope:** The scope of this agreement encompasses the use of the results of the Employee Skills Survey.

**Terms:** Management agrees that the results of the Survey:

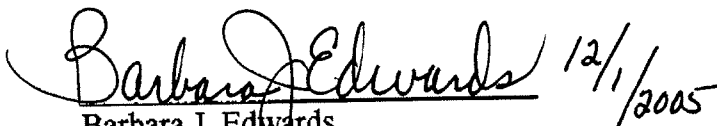
- 1) Will not be used to eliminate any positions in the Department;
- 2) Will not be used to eliminate any functions in the Department;
- 3) Will not be used in the performance appraisal of any employee;
- 4) Will be treated as confidential, but is not anonymous. Supervisors may use the survey in discussions with the employee in developing training plans; and

**Distribution:** The text of this MOA will be distributed to each bargaining unit employee via electronic mail before distribution of the surveys.

FOR THE UNION:

  
Carolyn Federoff  
President, AFGE National Council  
of HUD Locals 222

FOR MANAGEMENT:

  
Barbara J. Edwards  
Deputy Assistant Secretary for  
Human Resources Management