

NATIONAL SUPPLEMENT 121

BETWEEN

U. S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

AND

**AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES NATIONAL COUNCIL OF HUD
LOCALS 222**

SUBJECT: Bank of Official Time Interim Agreement to Augment Official Time Provisions of the 1998 Housing and Urban Development (HUD) and American Federation of Government Employees (AFGE) Master Agreement.

SCOPE: This National Supplemental Agreement between HUD and AFGE National Council of HUD Locals 222 is an agreement between the parties to establish a bank of Official Time available to AFGE Locals.

This agreement is an interim agreement that is intended to be effective immediately upon signing by both parties and will remain in effect until a new Official Time Provision between HUD and AFGE are ratified through the current contract negotiation process. This agreement only impacts the method of how Official Time will be allotted beyond what is allowed under Article 7 of the current negotiated Agreement.

Recently, HUD's Employee and Labor Relations Division (ELRD) issued a memorandum dated September 30, 2011 to HQ and the Field Office managers that the use of Official Time by AFGE representatives must be calculated and recorded in compliance with Article 7 of the current negotiated Agreement.

The memorandum states that determining the amount of Official Time shall be allocated per quarter as per the Agreement. Official Time for purposes of allocation must be based on the number of Full-Time (FT) bargaining unit employees. AFGE has been counting non-bargaining unit employees in determining quarterly Official Time allocations.

While the union disagrees with management's interpretation of how Official Time is calculated, both parties recognizes that in the spirit of cooperation, it is important to avoid legal actions that could have a negative effect on current contract negotiations. The parties have agreed to create a bank of discretionary official time of no less than 500 hours per quarter that will be administered by Council 222. This will be additional Official Time allotted to AFGE Locals.

Council 222 will develop procedure for administering the discretionary bank and report the time changes to the Director of Employee and Labor Relations Division on a quarterly basis consistent with Article 7 of the current Agreement. In addition, all use of Official Time will be consistent with the procedures found in Section 7.07 and recorded and utilizing HUD Form 25006-A. While the reporting of Official Time in WebTA is also required, it will not be an appropriate substitute for this requirement.

The parties agree to the following procedures for determination and use of this bank of Official Time:

- 1) The Department shall provide the Council an updated count of all bargaining unit, employees for each Local HUD Office two weeks prior to the beginning of the quarter.
- 2) The Council will establish internal procedures for each local to request official time from this discretionary bank.
- 3) The Council President will notify the Director of ELRD two weeks prior to the beginning of any quarter reallocation of Official Time by pool, location, representative, and time allocated, consistent with current procedures in accordance with Article 7 of the Agreement.

EXAMPLE:

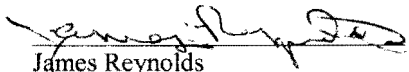
Each Local has Reserved Official Time in the Discretionary Bank which is the difference between the 10/1/11 FTE Count minus current BUE Count. Based on Article 7, "Section 7.04 - Representatives and Amounts of Official Time", the official time would be calculated as follows:

ABC Field Office has 125 Full Time Employees which is equivalent to .6 FTE for official time. In that count there are 108 bargaining unit employees:

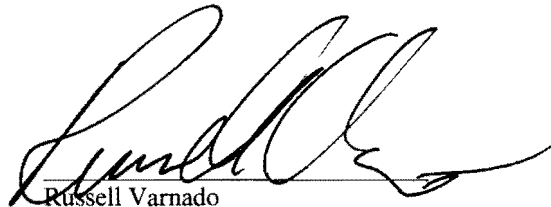
Percentage of Time(FTE)	=	Percentage of Time(BU)	Reserved Official Time
60 % of time		50 % of time	10 % of time

- 4) If the bargaining unit listing is not made available in a timely fashion, the Official Time allocation from the previous quarter shall remain in effect for each local.
- 5) As per Article 7 of the Agreement, when it is necessary to use Official Time, the representative shall first obtain approval from his/her immediate supervisor, or designee, who has supervisory authority. The use of Official Time for representational purposes will be recorded HUD Form 25006-A (Appendix C). Reporting in WebTA will not be an appropriate substitute for this requirement. It is understood by the Parties that the HUD 25006 is not intended to be a permission slip for using Official Time rather a reporting of the Official Time use by Union Representatives.

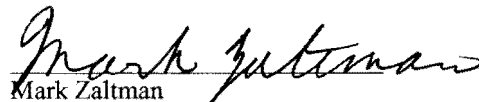
This supplement only affects changes in Official Time with HUD's AFGE's Locals. Status quo will remain for Council 222 at its current national levels.


James Reynolds
Deputy Director
HUD Employee & Labor Relations

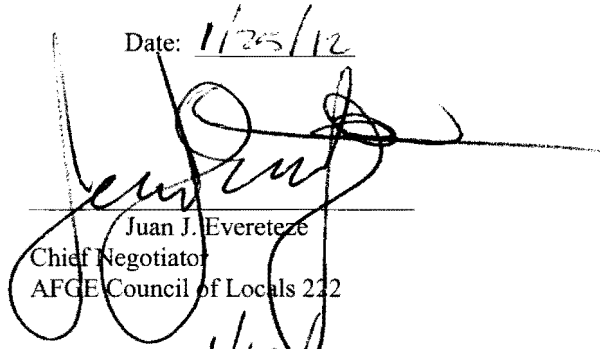
Date: 1/25/12


Russell Varnado
President, AFGE Council of Locals 222

Date: 1/25/12


Mark Zaltman
Chief Negotiator
HUD Employee & Labor Relations

Date: 1/25/12


Juan J. Evereteze
Chief Negotiator
AFGE Council of Locals 222

Date: 1/18/12