

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

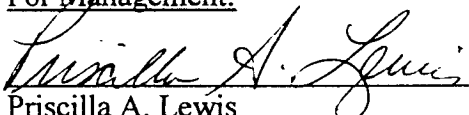
Subject: Reorganization/Realignment of the Office of General Counsel/Departmental Enforcement Center

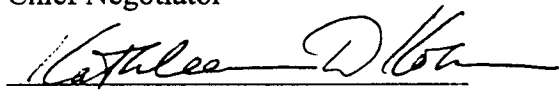
Scope: The scope of this Supplement encompasses the impact and implementation on bargaining unit employees of the reorganization/realignment of the Office of General Counsel/Departmental Enforcement Center as described in management's notice to the Union of July 29, 2003. This agreement does not include any changes not currently specified which may have an impact on bargaining unit employees.


1. No adverse Impact: There will be no adverse impact on Bargaining unit employees' current career ladder promotions or upward mobility entitlements, and no employee will be involuntarily relocated, separated, or downgraded as a result of the implementation of the OGC reorganization plan.
2. Workload Changes: No workload changes will be made that will impact upon the ability of career ladder employees being eligible for promotions based upon the reorganization of DEC employees into OGC.
3. Departmental Human Resources Policies: All OGC employees, including employees of the DEC, shall be governed by official Departmental human resources policies, including, but not limited to, the Department's telework, alternate work schedule, and performance appraisal policies.
4. Bargaining Unit Status: No employee will be removed from the bargaining unit as a result of this OGC reorganization plan.
5. Notice to Union of Complete Signatures: Once this Supplement is signed and approved, Management shall provide the Council President and Chief Negotiator with a copy. Unless the agency specifically disapproves the Supplement in accordance with 5 U.S.C. 7114 (c), this Supplement shall become effective no later than 30 days of the signing by the negotiators. Execution of SF-52's will be accomplished with all due speed, not to exceed 60 days.
6. Reduction in Force: There will be no reduction in force as a result of this reorganization. Competitive areas shall be established in accordance with the HUD/AFGE Agreement. Competitive areas are covered by the Master Agreement between HUD and AFGE at Section 15.07.
7. Time-in-Grade Requirements: Time-in-grade requirements will be in accordance with Title 5.

- 8. Local Negotiations: In accordance with Article 5 of the HUD/AFGE Agreement, bargaining shall be conducted at local offices concerning appropriate local issues related to this policy.
- 9. Reorganization/Realignment: Nothing in this agreement is intended to contradict or modify any provision of the Master Agreement between HUD and AFGE. For the purpose of these negotiations, the terms reorganization and realignment are synonymous.
- 10. DEC Attorney Advancement: Attorneys hired in the Departmental Enforcement Center prior to April 26, 2002, who are GS-13 and below in a career-ladder to a GS-14, will be required to serve 12 months time-in-grade at GS-13 at a fully successful level before promotion to GS-14.
- 11. Advertisement: The area of consideration for the next four (4) Attorney vacancies with a career ladder to the GS-14 in the Office of Program Enforcement will be posted internally. Management will consider Upward Mobility when filling vacant positions in the Office of Program Enforcement.
- 12. Announcement of Positions: The applicability of probationary period requirements will be stated in the vacancy announcement for any vacant position resulting from the reorganization/realignment.

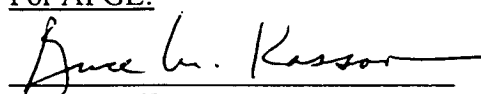
For Management:

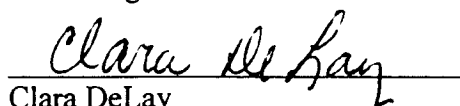

 Priscilla A. Lewis
 Chief Negotiator

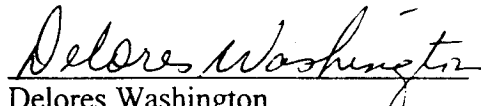

 Kathleen D. Koch
 Team Member

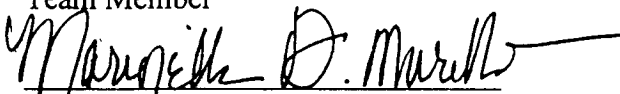

 Peter J. Constantine
 Team Member

For AFGE:



 Bruce M. Kasson
 Chief Negotiator


 Clara DeLay
 Team Member


 Delores Washington
 Team Member


 Marinella G. Murillo
 Team Member

Approved: _____
 Deputy Assistant Secretary for
 Human Resource Management

Approved: 
 President, AFGE, National
 Council of HUD Locals 222

Date: _____

Date: Oct. 6 2003