

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 National Office of Native American Programs (ONAP)

Scope: The scope of this Supplement encompasses the impact and implementation on bargaining unit employees of the reorganization/realignment of the National Office of ONAP.

1. Relocation, Separation and Downgrade: No employee will be involuntarily relocated, separated or downgraded as a result of this reorganization.
2. Supplement 39 – Operating Protocols: Management agrees that Supplement 39 – Operating Protocols will be applicable to employees affected by this reorganization.
3. Local Bargaining: Management agrees that, in accordance with Article 5, bargaining will be conducted at the local level concerning local issues, including but not limited to, space.
4. Removal from the Bargaining Unit: No employee will be removed from the bargaining unit as a result of this reorganization.
5. Details: Management agrees that details will be accomplished in accordance with Articles 13 and 14 of the HUD/AFGE Agreement.
6. Copies of Supplements: Management agrees to provide all members of this negotiation team with a copy of this signed supplement within 30 days.
7. Positions and Promotions: Management agrees there will be no adverse impact on employees' upward mobility or career ladder positions or promotions.

8. Telecommuting: All employees affected by this reorganization will be allowed to telecommute under the Department's telework policies, including telecommuting up to 3 days per week.
9. Reassignments: The parties agree that an employee has the right to request a transfer and/or voluntary reassignment at any time. Individual requests for a voluntary transfer to another position will be considered from employees affected by this reorganization/realignment. Employees will be afforded the opportunity to provide information in support of their request. The Director of Field Operations in ONAP will review all individual requests. Upon request, status reports will be provided to the Union on all requests for transfer.
10. Reasonable Accommodations: Management agrees that any reasonable accommodation request that has been previously approved will remain in force.
11. Leave Requests: Management agrees that any leave requests that have already been approved will not be rescinded.
12. Transition Plan(s): Management agrees to develop a transition plan(s). The plan(s) will include at a minimum schedules for delivery of files, records and data, and will provide for a briefing meeting among staff. The Union will provide Management's Chief Negotiator with the name of the Union's participants on the team developing the transition plan(s).
13. Training: Management agrees to complete a training needs assessment for all employees affected by this reorganization. Management will provide supervisors with guidance regarding the specific skills and knowledge the employees will need to successfully perform their duties. The employees, consistent with Article 12, are encouraged to develop an IDP. Performance appraisals will take into account an employee's training status. When employees need formal training, it will be provided by management or senior program staff. Training schedules will be provided to the employees.
14. Merit Staffing: Management agrees that merit staffing will be completed in accordance with Article 13 of the HUD/AFGE Agreement.

15. Bridge Positions and Upward Mobility: Management shall consider filling positions from within the Department and developing bridge and/or upward mobility position.
16. Organization Structural Changes Notification: Management agrees to provide all ONAP employees, including Field Office employees, and clients (e.g., tribes and tribally designated housing entities) with notification of changes in the ONAP organization structure.
17. Autonomy: Management acknowledges that the National ONAP staff currently located in Denver, Colorado, will remain a physically separate, autonomous entity from the Denver Regional office consistent with Chapter 13 of HUD Handbook 2200.01, and will report directly to Headquarters ONAP.

For Management:

Michael A. Hubbard

Michael A. Hubbard
Chief Negotiator

George K. Dickey

George K. Dickey
Team Member

Sheryl A. Eddings

Sheryl A. Eddings
Team Member

Ted L. Key

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Emily A. Wright

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Date: 8/4/04

Date: 8-04-04

Approved: Barbara J. Edwards
Barbara J. Edwards
Deputy Assistant Secretary for
Human Resource Management

Approved: Carolyn L. Federoff
Carolyn L. Federoff
President, AFGE
National Council
Of HUD Locals 222

Date: 8/31/04

Date: 8/25/04