

NATIONAL SUPPLEMENT
Between
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
And
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
NATIONAL COUNCIL OF HUD LOCALS 222

SUBJECT: Establishment of the Quality Assurance and the Program Support Divisions with the Office of Public and Indian Housing (PIH)

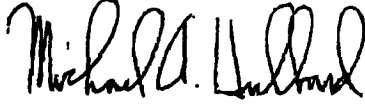
SCOPE: The scope of this agreement relates to the impact and implementation on bargaining unit employees of Congress' decision to implement the new Quality Assurance structure.

1. **Relocation, Separation and Downgrade:** No employee will be involuntarily relocated, separated, or downgraded due to the establishment of the Quality Assurance and Program Support Divisions in the Office of Public and Indian Housing (PIH).
2. **Supplement 39 – Operating Protocols:** Management agrees that Supplement 39 – Operating Protocols will be applicable to employees in the Quality Assurance and Program Support Divisions in the Office of Public and Indian Housing (PIH).
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. **Details:** Management agrees that details will be accomplished in accordance with Articles 13 and 14 of the HUD/AFGE Agreement.
5. **Copies of Supplements:** Management agrees to provide all members of this negotiation team with a copy of this signed supplement within 30 days of this Supplement's approval.
6. **Merit Staffing:** Management agrees that merit staffing will be completed in accordance with Article 13 of the HUD/AFGE Agreement, including the filling and/or canceling of positions.
7. **Telecommuting:** Management agrees that the existing Telework policy is applicable to employees of the newly established Quality Assurance and Program Support.

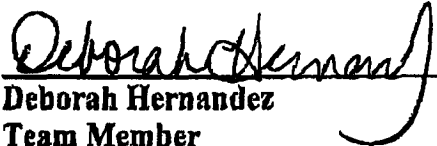
8. **Bridge Positions and Upward Mobility:** Should any additional positions become available, Management shall consider filling such positions from within the Department and developing bridge and/or upward mobility positions from HUD employees who are qualified and have shown proficiency for the job applied for.
9. **Work Assignments:** The parties agree that maintaining a clear chain of command preserves a structured and productive workplace. Under most circumstances, employees will receive assignments from their immediate supervisor.
10. **Reasonable Accommodations:** Management agrees to use the Reasonable Accommodation Policy to assist employees with special needs or disabilities.
11. **Adverse Actions:** Management agrees there will be no adverse impact on current employee's upward mobility or career ladder positions/promotions.
12. **Training:** Management agrees to complete a training assessment for all new employees. Management will provide supervisors with guidance regarding the specific skills and knowledge employees will need to successfully perform their duties. New supervisors will receive training on the HUD/AFGE Agreement and other areas of personnel management. Employees, consistent with Article 12, will be encouraged to develop a Professional Development Plan (PDP). Performance appraisals will take into account an employees training status. Formal training will be provided by management and/or senior program staff. Employees will be provided training schedules.
13. **Responsibilities:** Management acknowledges that it is the Union's responsibility to represent members of the bargaining unit, and that it is in Management's interest to fairly and equitably distribute work and resources.
14. **Employee Rights:** The establishment of the Quality Assurance and Program Support Divisions in the Office of Public and Indian Housing (PIH) will not affect any statutory, regulatory, or contractual rights of employees.
15. **Contracting Out:** In accordance with Article 35, if Management proposes to contract out a function in the new divisions, they shall notify the affected local union president(s). The Council President shall receive a copy of the notification if more than one (1) local is affected.
16. **Leave Requests:** To the extent possible, Management agrees that any leave requests that have already been approved will not be rescinded.

17. **Implementation Plan(s)**: Management agrees to develop Implementation plan(s). The plan(s) will include at a minimum Standard Operating Procedures (SOPs) and schedules for briefing and training staff. Management agrees that the Union may delegate one (1) representative to attend the briefing and training sessions.

MANAGEMENT



Michael A. Hubbard
Chief Negotiator

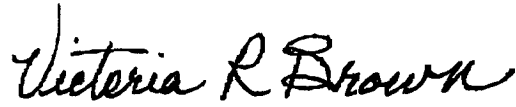


Deborah Hernandez
Team Member

AFGE



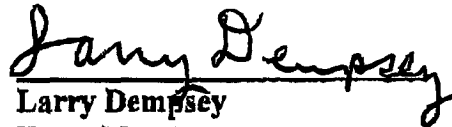
Harold (Glenn) Brown
Chief Negotiator



Victoria R. Brown
Team Member

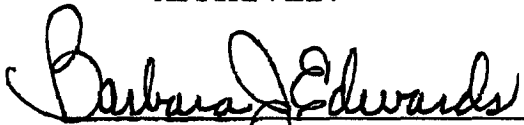


Will Christie
Team Member



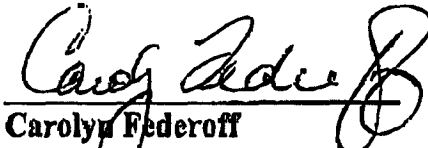
Larry Dempsey
Team Member

APPROVED:



Barbara J. Edwards
Deputy Assistant Secretary for
Human Resource Management

APPROVED:



Carolyn Federoff
President, AFGE National
Council of HUD Locals 222

8/31/2004
Date

8/31/04
Date