

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

SUBJECT: Realignment of Office of the Chief Information Officer (OCIO)

SCOPE: This Supplement encompasses the realignment of the information technology (IT) functions from the Office of Administration to the Office of the Chief Information Officer (OCIO).


1. **No Adverse Impact:** Management agrees that no bargaining unit employee will be involuntarily relocated, separated, downgraded or have his/her pay reduced as a result of this realignment. This realignment will not adversely affect bargaining unit employees' current career ladders or upward mobility entitlements. No position will be removed from the bargaining unit as a result of this realignment.
2. **Employees Performance Appraisals:**
 - a. **Interim Ratings:** Within 30 workdays from the effective date of being reassigned to a new supervisor and/or new duties, Management shall provide the affected employees with an interim rating. "Interim rating" will be typed on the Performance Appraisal cover sheet.
 - b. **New EPPES:** New critical elements and performance standards shall be issued to affected employees within 30 days from the effective date of the realignment should their new assignments include any duties different from those they are currently performing.
 - c. **Adjustment period:** For employees receiving new performance elements and standards, a reasonable period of adjustment will be provided and the employees' performance rating will not be affected as a result of this realignment.
3. **Telecommuting:** There shall be no adverse changes in approved Telework agreements as a result of this realignment. Employees whose positions, duties and/or responsibilities did not change as a result of this realignment shall not be required to submit new applications. For employees whose positions, duties, and/or responsibilities have changed, Management may reassess the employee's Telework arrangement sixty (60) days after implementation of the realignment. For all employees who have submitted applications and are awaiting approval, no new submission is required.
4. **Leave Requests:** Management agrees that any leave requests that have already been approved prior to the implementation of the realignment will not be cancelled for reasons other than workload requirements or office coverage. Management shall notify the employee promptly and document the reasons. Management agrees to give every consideration before canceling any approved leave.

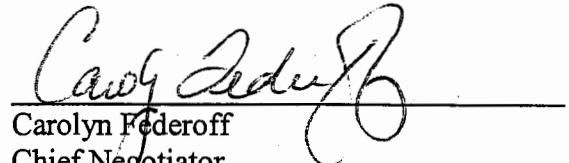
5. **Vacancies:** Management agrees that if positions are created and merit staffed as a result of this realignment, consideration will be given to internal candidates and upward mobility wherever feasible. Any position advertised will specify on the vacancy announcement if a probationary period is required.
6. **Work Assignment:** The parties agree that maintaining a clear chain of command preserves a structured and productive workplace.
7. **Utilization of Skills:** Upon the approval and implementation of the realignment, Management will notify Field OCIO employees of the available scope of work. Management will provide a means for employees to express an interest in doing any of this work. If an employee expresses an interest, Management will contact the employee regarding the employees' skills and/or training needs. Management agrees to assign work in a fair and equitable manner, and to utilize the skills and abilities of bargaining unit employees.
8. **Position Descriptions:** Employees whose duties and responsibilities are affected by the realignment will be issued classified position descriptions upon the approval of this Supplement. The Council will receive copies of the classified position descriptions.
9. **Training:** For employees assigned new duties or new critical elements and standards, Management shall involve employees in the development of individual training plans. Management shall make every effort to provide the training set forth in the plans, and shall provide employees with the time necessary to attend training.
10. **Employee/Union Rights:** This Supplement does not diminish or waive any rights the Union or individual employees may have under the HUD/AFGE Agreement, law, rule or regulation.
11. **Written Policies:** Management shall timely provide OCIO staff written policies and procedures developed to support OCIO operations, duties, and functions under this realignment.
12. **Customer Service Communication:** Management will establish a process, which will be published on the National Help Desk webpage or other mutually agreeable web place, for all HUD employees to report IT customer service problems or concerns to OCIO.
13. **Full Performance Level of the GS-2210 Series:** During Fiscal Year 2006, after implementation of this realignment, Management will assess the work being performed by OCIO employees in the GS-2210 series for GS-12/13, and will advise the Council of progress on this issue.


- 14. **Local Bargaining:** In accordance with Article 5 of the HUD/AFGE Agreement, upon the Union's request, Management agrees to engage in local bargaining regarding any impact not negotiated or proposed for negotiations at the national level. This includes, but is not limited to changes in workspace.

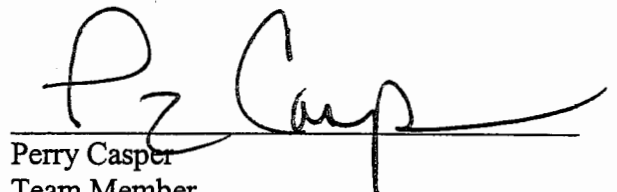
MANAGEMENT

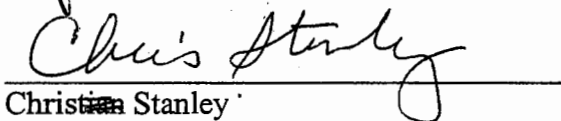
UNION



 Joann T. Robinson
 Chief Negotiator

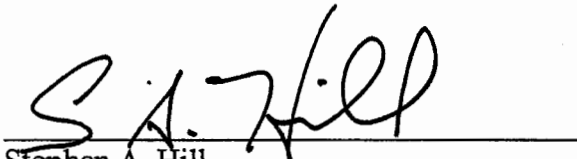

 Carolyn Federoff
 Chief Negotiator

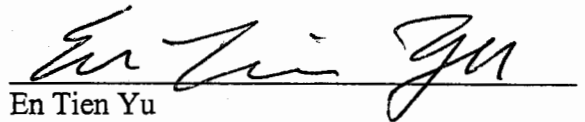

 Julius Mock
 Team Member


 Perry Casper
 Team Member


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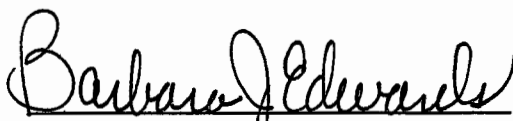

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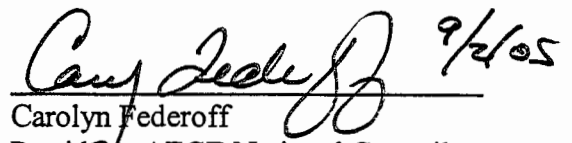

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APPROVED

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 9/2/05
 Carolyn Federoff
 President, AFGE National Council
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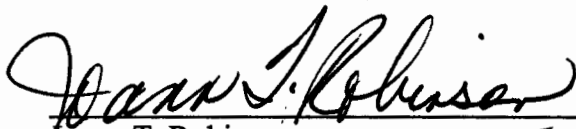
Date Approved 9/14/05

**HUD/AFGE SUPPLEMENT 70 – SIDEBAR STATEMENT
INTERIM RATINGS/NEW CRITICAL ELEMENTS AND STANDARDS**

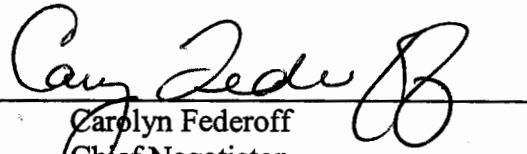
Upon approval of the Supplement, Management will issue a memorandum to the Office of Administration and the OCIO supervisors advising them of their obligation to complete an interim rating within 30 days for those employees being reassigned to a new supervisor and/or new duties in accordance with the Performance Management System (PMS).

Upon approval of the Supplement, Management will issue a memorandum to the OCIO supervisors advising them of their obligation to communicate new critical elements and standards to employees entering a new job within 30 days in accordance with the PMS.

The Council President will be copied on these memoranda.


Joann T. Robinson
Chief Negotiator

9/2/05


Carolyn Federoff
Chief Negotiator