

NATIONAL SUPPLEMENT
Between the
Department of Housing and Urban Development
And
AFGE National Council of HUD Locals 222

SUBJECT: Reorganization of Office of Deputy Assistant Secretary for Single Family Housing.

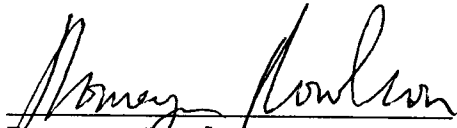
SCOPE: The scope of this supplement encompasses the impact and implementation of the move of the functional responsibilities of marketing and outreach from the Office of Single Family Housing to the Office of Field Policy and Management.

1. Workload Assignment: Management agrees that the assignment of Single Family program responsibilities and workload will be made by Single Family Housing officials only.
2. Level of Work: Management agrees to make every reasonable effort consistent with operational needs to ensure the same level of work currently assigned to Single Family staff continues following the reorganization.
3. Employee Briefing: Atlanta, Denver, Philadelphia, and Santa Ana HOC Management agree that prior to implementation, an interactive briefing will be held with all affected employees. The union will be invited. Management will provide each affected employee and the local union with a copy of the reorganization plan prior to the interactive briefing. Management will make copies of this supplement available to all employees.
4. Training: Management agrees to provide job related technical training to employees via satellite and/or on-the-job training. In addition, should funding permit, classroom training will be provided.
5. Assignment Consideration: Management agrees to give consideration to those employees who wish to be reassigned within Housing. Management will also give consideration to cross-program discipline assignment requests.

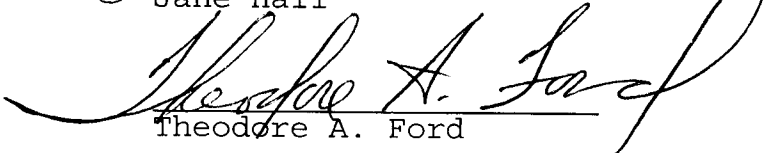
6. Upward Mobility: Management agrees that some positions, when possible, will be available to be filled through upward mobility.
7. KSA Consideration: Management agrees to consider employees' knowledge, skills and abilities as part of the reassignment process.
8. Performance Standard: Management agrees that no Single Family employee will have specific marketing and outreach performance standards included in their performance appraisal. Upon request, by Single Family officials, Single Family employees will be required to provide technical support to marketing and outreach activities.
9. No Separations: Management agrees that employees will not be separated as a result of the implementation of this reorganization. Management reserves their rights in the future in accordance with the Agreement.
10. Reassignments: Management agrees that before reassigning a Single Family employee to a new position, objective consideration will be given to employees' preference.
11. New reorganization: Management agrees that before any Single Family reorganization of functions occurs the change will be negotiated pursuant to Article 5.
12. Relocation: Management agrees that employees will not be required to relocate as a result of the implementation of this reorganization. Management reserves their rights in the future in accordance with the Agreement.
13. Position Descriptions: Management agrees to provide position descriptions to all affected Single Family employees in this reorganization as soon as practical upon classification. Position descriptions will be made available for local union officers.
14. Filling Vacancies: Management agrees to consider using the Merit Staffing process to the maximum extent possible when filling vacancies.
15. Term Employees: Management agrees to allow current term employees to compete for external positions that are Merit Staffed.

16. Workload Adjustments: Management agrees that employees will be provided with appropriate workload adjustments for training activities and will be given a reasonable period to adjust to their new jobs and to new practices and procedures established as a result of the implementation of this reorganization.
17. Contracting Out: Management agrees that they have no intention to contract out any Single Family function as a result of this reorganization as defined by the Scope of this agreement. If management decides to contract out a Single Family function, they will notify the Council President and affected local union presidents.
18. Local Bargaining: Management agrees that the parties will bargain at the local level as appropriate.

FOR MANAGEMENT:


 Romeyn Bowlson
 Chief Negotiator


 Jane Hall


 Theodore A. Ford

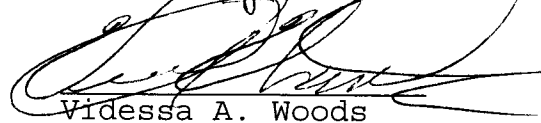

 Sidney B. Severe

FOR THE UNION:


 Perry Casper
 Chief Negotiator



 Lisa A. Lowery

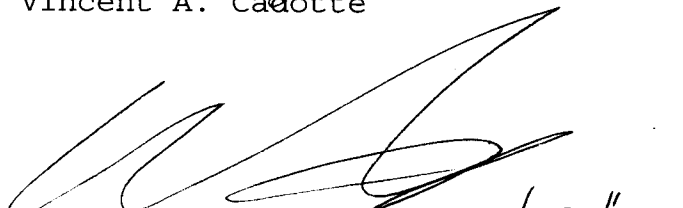

 Derek J. Patterson


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APPROVED:


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 Mortimer F. Coward
 President, National Council of HUD Locals 222 12/18/50