

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

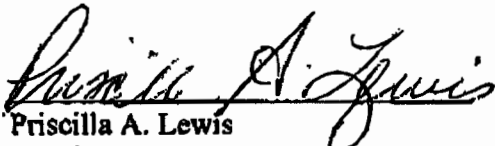
**Subject:** Implementation of ePerformance at HUD

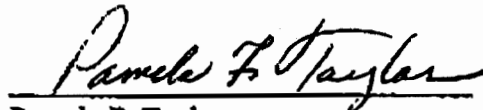
**Scope:** The scope of this Supplement encompasses the impact of implementation of ePerformance at HUD on bargaining unit employees.


1. Management agrees that the Union will be notified of and allowed to participate and ask questions in all performance planning meetings held with one or more employee(s).
2. Upon request and in advance of the performance planning meeting, Management shall provide information necessary to enable the Union to engage in full and proper discussions.
3. Employees may bring disputes concerning their Performance Plans to the attention of the Reviewing Official. The Reviewing Official may exercise authority to change the disputed portion of the Performance Plan after discussion with the Rating Official.
4. Upon Union request, Management agrees to provide the Union electronic or paper copies of all approved Performance Plans (elements and standards) for those organizations participating in the ePerformance Roll Out.
5. For Organizations participating in the ePerformance Roll Out (GNMA, HHLHC, FHEO, OCIO, OCFO, OCPO, CPD and Office of Administration), the first quarter of FY 2007 will be used to develop and communicate the FY'07 Performance Plans. The timeframes for development and communication of the FY'07 Performance Plans as set forth in the Performance Management Plan for the Performance Management System (the Red Book, dated 10/90) are temporarily suspended. All other requirements of the Red Book remain in effect. Distribution of this Supplement shall include a link to the Red Book on Council 222's website.
6. When ePerformance is rolled out to employees in the Offices of Housing and Public and Indian Housing (PIH), the Union believes that employees may have difficulty securing Union representation in offices with less than 45 FTE. Before ePerformance is rolled out to employees in Housing and PIH, the parties will finalize negotiations to resolve this issue.
7. Upon either parties' request, the parties shall meet to discuss implementation of ePerformance and SMART standards. Subject to paragraph 6, the terms of this Supplement shall be extended to organizations as they participate in ePerformance, and paragraph 5 shall be amended and applied accordingly.

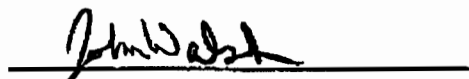
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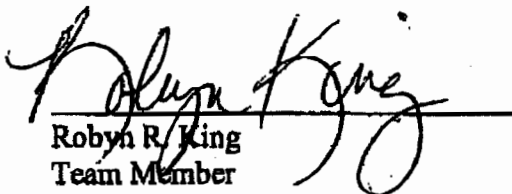
FOR MANAGEMENT:

  
Priscilla A. Lewis  
Chief Negotiator

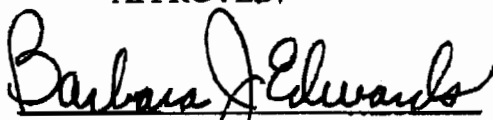
  
Pamela F. Taylor  
Team Member

  
Charles S. Butler  
Team Member

  
John Walsh  
Team Member


  
Robyn R. King  
Team Member


APPROVED:

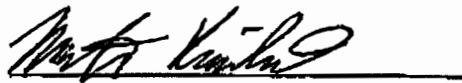
  
Barbara J. Edwards  
Deputy Assistant Secretary for  
Human Resource Management

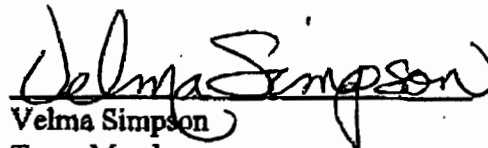
Date: 10/26/06

FOR UNION:


  
Carolyn Federoff  
Chief Negotiator

  
Sherry Norton  
Team Member

  
Martin Kiebert  
Team Member

  
Velma Simpson  
Team Member

APPROVED:

  
Carolyn Federoff  
President, AFGE Council of HUD  
Locals 222

Date: 10/16/06