

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

SUBJECT: New FPM Operating Protocols


SCOPE: The scope of this supplement encompasses the impact and implementation of five (5) new operating protocols on bargaining unit employees.

1. Disciplinary Actions: Management agrees that the Discipline process will continue to be applied in accordance with Article 20 and Article 22 of the HUD/AFGE Agreement. However, in the event the RD is the Proposing Official the Deciding Official will remain in the program chain, for the purpose of this supplement. This will not alter any other section or provision of the HUD/AFGE Agreement and will set no precedent.
2. Grievance of Disciplinary Actions: Bargaining unit employees who are not outstationed will continue to follow the grievance procedures in the HUD/AFGE Agreement. This will not alter any other section or provision of the negotiated grievance processes and will set no precedent.
3. Performance: Where the RD/FOD is the on-site supervisor for an outstationed employee he/she may propose disciplinary action to the outstationed employee engaged in improper conduct. Performance issues will be addressed by the program area supervisor.
4. Priorities of Assignments: Management agrees that decisions regarding work assignments and priorities will be coordinated between the on-site supervisor and the remote supervisor and communicated to the outstationed employee by the remote supervisor.
5. Offenses: The Authority to discipline shall be consistent with the Adverse Actions Handbook, including the Table of Offenses and Penalties. The Agency's intent is to apply penalties consistently.
6. Fair and Equitable: Management agrees that all proposed disciplinary actions by an on-site supervisor toward an outstationed employee must be fairly and equitably administered and given for just and sufficient cause.

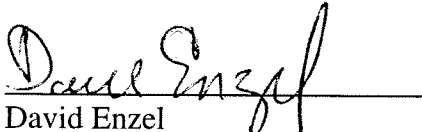
7. Conduct: Management agrees that discipline is a process which provides the employee a reasonable opportunity to correct and improve behavior to promote the efficiency of the service.
8. Rating Officials: An outstationed employee rating official will be the remote supervisor in accordance with Supplement 39, Article 14.
9. Performance Ratings: Performance Ratings will be made in accordance with Article 37 of the HUD/AFGE Agreement. Input regarding work assigned by the on-site supervisor may be given to the remote supervisor for consideration in the performance rating.
10. Immediate Threats: The Regional Director or Field Office Director may take appropriate action concerning an employee who poses a valid immediate threat to others or the agency. The employee shall retain all contractual, statutory or regulatory rights including the right to representation.
11. Handbook Waiver: Management agrees the decision to initiate waivers of program handbook provisions and directives that are covered by this supplement will not have an adverse impact on bargaining unit employees. Personnel handbooks and directives are under the Office of Administration and not covered by this supplement.
12. Supplement Retention: Management agrees that Supplement 39 will remain in effect.
13. Training: Employees will receive appropriate training, as determined by the agency, for job assignments made by the Regional Director or Field Office Directors, if they do not have sufficient knowledge or skills to carry out the assignments, as funding permits.
14. Upward Mobility/Career Ladder: Employees in upward mobility/career ladder positions will not be adversely affected by the implementation of this supplement.
15. Bargaining Unit Employees: There will be no changes to the bargaining unit status of any employees as result of the implementation of the FPM protocols.
16. Notification: Management will notify employees of the five (5) new operating protocols within 60 days after the date of this signed agreement. New employees will be trained on the protocols in subsequent orientations.
17. Movement of Employees: Space realignments for outstationed employees will be handled in accordance with the HUD/AFGE Agreement, supplements, and federal regulations.

18. Secretarial Initiative Assignments: Management agrees that new secretarial initiatives and/or national emergency incidents will be handled in accordance with the HUD/AFGE Agreement and Supplements, and all applicable Health and Safety federal regulations and directives.
19. Union Input: Management agrees that the union may provide suggestions for equipment needs on behalf of employees in the local field offices.
20. Awards: Employees assigned work outside of their program work areas will be eligible for recognition through the HUD awards process.
21. Local Staffing: Management's intent for selection of merit staffed positions is to allow the local level program official the authority to make selections in their respective program area.
22. 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 at the National level.
23. Ongoing Dialog: The parties agree that no later than six months after implementation, these team members will conduct a conference call to discuss any concerns resulting from the implementation of this supplement.
24. Subsequent Negotiations: The provisions of this supplement will be considered in any future agreements relating to FPM protocols.
25. Effective Date: The effective date of this supplement and the implementation of the FPM protocols will be not later than June 30, 2007.

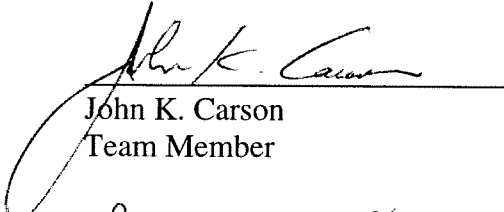
MANAGEMENT

  
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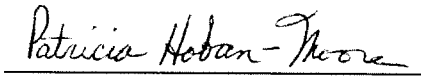
Deborah A. Swann  
Chief Negotiator

  
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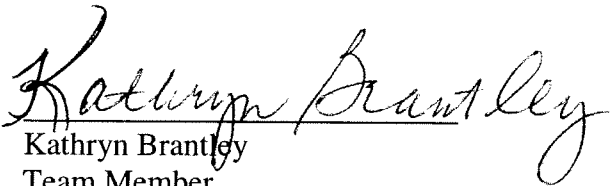
David Enzel  
Team Member

  
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John K. Carson  
Team Member

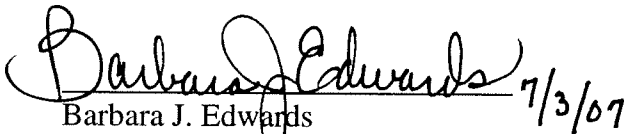
  
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Patricia Hoban-Moore  
Team Member

  
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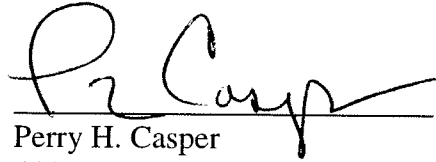
Kathryn Brantley  
Team Member

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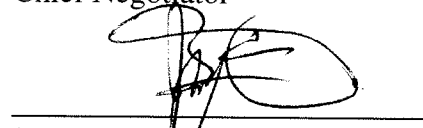
  
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Barbara J. Edwards  
Deputy Assistant Secretary for  
Human Resource Management

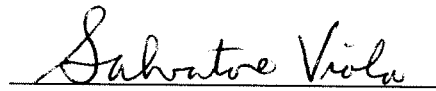
FOR UNION

  
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Perry H. Casper  
Chief Negotiator

  
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B. J. McCoy  
Team Member

  
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Salvatore Viola  
Team Member

**APPROVED:**

  
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Carolyn Federoff  
President, National Council  
of HUD Locals 222

4/30/07