

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

**SUBJECT:** Office of Administration Reorganization

**SCOPE:** The scope of this supplement relates to the impact and implementation on bargaining unit employees as a result of the Office of Administration reorganization, as described in the Article 5 notification dated June 28, 2007.

1. Relocation, Separation, Downgrade: No bargaining unit employee shall be involuntarily relocated, separated or downgraded as a result of this reorganization.
2. Copies of Position Descriptions: The Union shall be provided a copy of all classified bargaining unit position descriptions within 30 days of classification for any new position in this reorganization.
3. Promotions/Upward Mobility: There shall be no adverse impact on any employees' promotions, upward mobility, or career ladder positions as a result of this reorganization.
4. Local Bargaining: Management agrees that in accordance with Article 5 of the HUD/AFGE Agreement, bargaining shall be conducted at the local level concerning local issues related to the impact and implementation of the Administration reorganization, as needed.
5. Telework: There shall be no adverse impact to the telework agreements, as a result of this reorganization.
6. Reasonable Accommodations: There shall be no adverse impact to any reasonable accommodation agreement, including work at home approved under reasonable accommodations, of any affected bargaining unit employee.
7. Annual Leave: Any annual leave previously approved shall not be rescinded as a result of this reorganization.

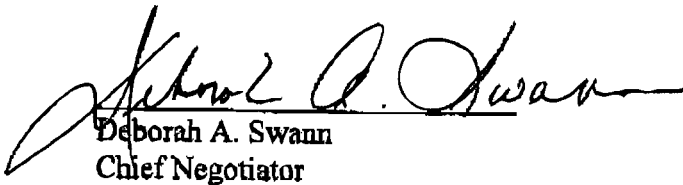
8. Bargaining Unit Status: Management agrees that no employees' bargaining unit status shall be changed as a result of this reorganization.
9. Contracting Out Procedures: No functions will be contracted out as a result of this reorganization.
10. Administrative Support: All HUD field offices shall be supported by Administrative and Human Resources Specialists.
11. Employee Assistance Program: The reporting relationship of the Employee Assistance Program (EAP) staff is not affected by this reorganization.
12. Information to HUD Council: Upon implementation of this reorganization, Management shall provide to HUD Council 222 an organizational chart of the Office of Administration and a list of all bargaining unit positions.
13. Position Descriptions: Bargaining unit employees position descriptions shall reflect the title and major duties of the position he/she occupies in accordance with the HUD/AFGE Agreement.
14. Transfer of Function: Prior to a transfer of function, Management shall notify the union in accordance with the HUD/AFGE Agreement.
15. Point of Contact: Upon implementation of this reorganization an organizational chart of the Office of Administration will be posted on HUDweb and key points of contacts for Headquarters and field offices including phone numbers.
16. Work Schedules: Management agrees that the Compressed Work Schedules 5/4/9, Alternative Work Schedule 4/10, Flexitour, and the 6:00am start time, shall not be adversely impacted as a result of this reorganization.
17. Customer Service Survey: Management agrees to conduct an annual Customer Satisfaction Surveys for the Office of Administration. The results of the surveys will be shared with HUD Council 222.

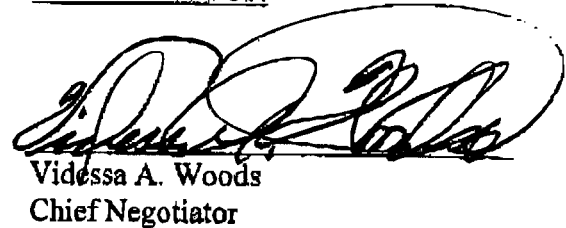
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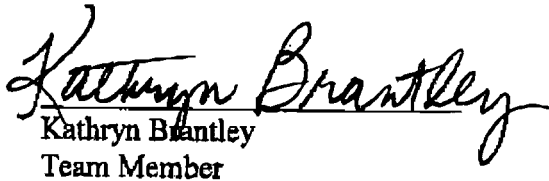
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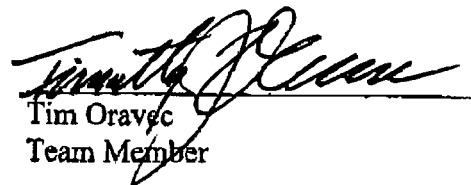
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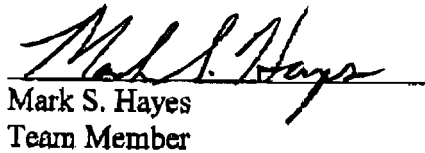
FOR THE UNION

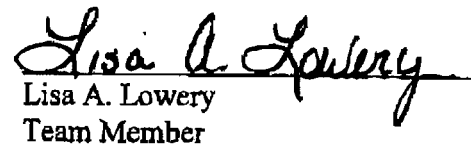
  
Deborah A. Swann  
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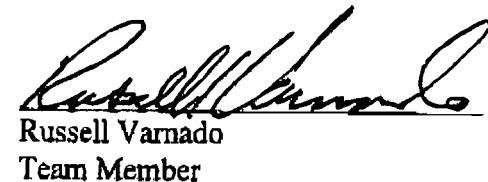
  
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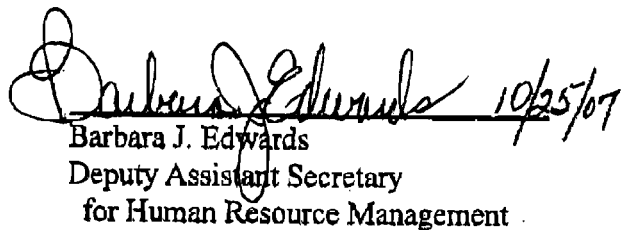
  
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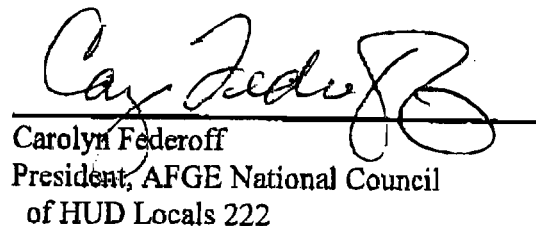
  
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APPROVED:

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