

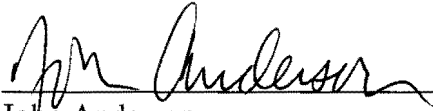
LOCAL SUPPLEMENT #45
Between
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
And
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
HUD LOCAL 476

SUBJECT: Office of General Counsel – Reorganization

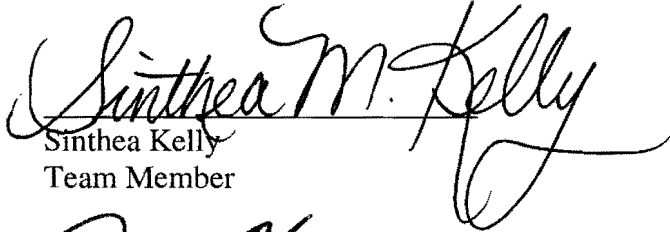
SCOPE: The scope of this supplement encompasses the impact and implementation of the reorganization of the Office of General Counsel on bargaining unit employees.

1. **No Adverse Impact:** Management agrees that no employees will be downgraded or terminated as a result of the reorganization.
2. **No change to Non-Attorney Immediate Supervisors:** As a result of the reorganization, there will be no effect on the reporting lines for bargaining unit support personnel. Unless otherwise agreed, all support staff will continue to report to their current first line supervisors.
3. **Parking:** Management agrees that in the event any employees from the Program Compliance Division are moved to the Portals Building pursuant to this reorganization five (5) parking spaces will be provided for bargaining unit employees in the Program Compliance Division.
4. **Telecommuting/Teleworking:** Management agrees that the implementation of this reorganization will have no effect on existing employees' telework agreements under the Department's telework policies. (See Supplement 74)
5. **Private Offices:** Attorneys will be provided with a private office both during any interim period and when moved to their final office location.
6. **Internal Posting of Vacancies:** Management agrees to post all bargaining unit vacancies listed on the "Office of General Counsel Current and Proposed Staffing Plan FY-2010 Reorganization" for internal competition only, prior to advertising any vacancies outside of the Agency.

FOR MANAGEMENT



John Anderson
Chief Negotiator



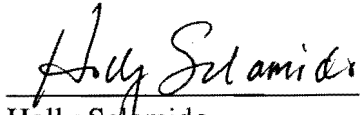
Sinthea Kelly
Team Member



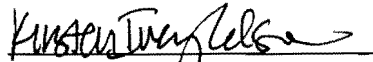
James Keys
Team Member

9/17/09
Date

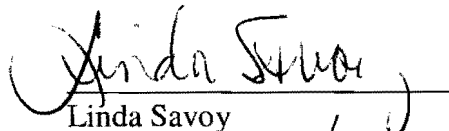
FOR THE UNION



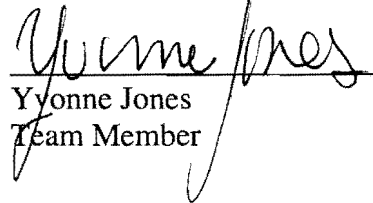
Holly Salamido
Chief Negotiator



Kirsten Ivey-Colson
Team Member



Linda Savoy
Team Member



Yvonne Jones
Team Member

9/17/09
Date

MEMORANDUM OF UNDERSTANDING

between

UNITED STATES DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

OFFICE OF GENERAL COUNSEL

and

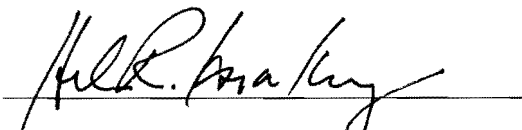
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO, LOCAL 476

In the spirit of Labor and Management Partnership this agreement is made this 17 day of September, 2009 between the **Department of Housing and Urban Development Office of General Counsel (OGC)** and **Local 476, American Federation of Government Employees (the Local)**, which represents HUD employees in the National Capital Region (NCR).

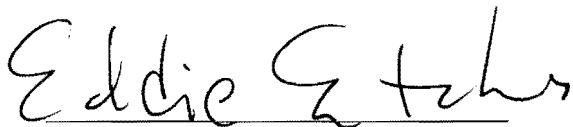
Pursuant to this agreement, OGC will establish a Headquarters Career Ladder Evaluation Committee to assess current headquarters career ladders in the Office of General Counsel. The Committee will hold its first meeting within 60 days of the date of execution of this agreement and regular meetings will be conducted thereafter.

The OGC Headquarters Career Ladder Evaluation Committee will be co-chaired by the General Deputy General Counsel and the President of Local 476 AFGE. The remaining members of the Headquarters Career Ladder Evaluation Committee will consist of two representatives from each of the following: AFGE Local 476, OGC Management, and a representative from OHR Staffing and Classification Division. This seven member Career Ladder Evaluation Committee will examine the existing career ladders for OGC Staff represented by AFGE Local 476. To the extent that votes are taken, the classifier will be considered a technical advisor and not allowed to vote.

In an effort to maintain consistency and promote transparency and fairness, OGC management reserves the right to invite representatives from other AFGE entities and NFFE who represent OGC field employees.



Helen R. Kanovsky, General Counsel



Eddie Eitches, President
Local 476, AFGE