

Local Supplement 55

U.S. Department of Housing and Urban Development

and

American Federation of Government Employees Local 476

Subject: Government National Mortgage Association's (Ginnie Mae's) Employee Awards Committee

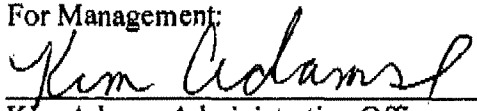
Scope: The scope of this supplement encompasses the establishment of an Employee Awards Committee (EAC) at Ginnie Mae to enhance morale.

1. The Union and management agree that Ginnie Mae may establish a new Employee Awards Committee serving the Ginnie Mae employees at HUD Headquarters. The purpose of the EAC is to provide recognition through awards in order to enhance employee morale.
2. The EAC will operate independently of management direction. Ginnie Mae will ensure that the Committee's activities are nondiscriminatory in nature and will not, by design or accident, make a member of any ethnic, religious, racial, gender, or any protected group feel uncomfortable. The Committee's activities remain subject to the terms of the collective bargaining agreement and all existing supplements to that agreement.
3. Management will not recognize the EAC as a representative of the bargaining unit. The EAC shall not supplant or assume the responsibilities and rights of AFGE Council 222 of HUD Locals or AFGE Local 476. The EAC has no bargaining or representational rights. This agreement with the Union does not constitute a waiver of any of the Union's national or local consultation rights or any other rights as exclusive representative of bargaining unit employees.
4. The EAC may be involved in the issuance of awards, including but not limited to those listed below, and may make recommendations to the President and Executive Vice President for the final decision. The methodology used to establish and give awards under this Supplement shall be developed and applied in a fair and equitable manner.
 - The Milestone Award – Awarded to project members (individual or team) that have made significant contributions towards a critical project. Nominations must be submitted by the Project Manager or Executive Project Sponsors.
 - The Leadership Award – Awarded to an employee who has provided the tools to enable another employee to excel or succeed in meeting state goals for the current term. Any employee may nominate another employee.
 - The Helping Hands/Mentor Award – Awarded to any employee who has provided specific training, assistance, mentoring, or expertise that helps another employee meet deadlines and goals. Any employee may nominate another employee.

- The Presidential Award – The President reviews all the winners of the above awards from the previous year and makes the final decision in each category.
5. The creation of new awards shall be subject to the notice and collective bargaining provisions of the contract, law, rule and regulation. Management will share all surveys generated by the EAC and the results of all such surveys at least five days before they are disseminated to the bargaining unit.
 6. The members of the EAC will be appointed by AFGE Local 476. The Union's decision regarding the appointment, participation, and removal of such Committee members shall be final and not subject to approval by management.
 7. If a supervisor does not permit the participation of a Union-appointed Ginnie Mae bargaining unit employee on the EAC, the Union has the right to withdraw its agreement to the establishment or continued implementation of the Committee at any time.
 8. No adverse action shall be taken against a bargaining unit employee based on participation or non-participation in an EAC.
 9. The EAC members will appoint their own leadership, including, at a minimum, a chairperson who will serve as the primary contact point and coordinator for the Committee. Ginnie Mae management will identify a point of contact with the authority to approve Committee proposals and the responsibility to notify Ginnie Mae supervisors of bargaining unit employees' membership on the Committee. Ginnie Mae will provide appropriate space where the Committee members may meet on a regular basis.
 10. Each EAC member will have an equal vote, power, and authority within the Committee as every other member regardless of grade, title, position, seniority, or bargaining unit status. A quorum of at least two-thirds of the EAC members will be required to conduct any EAC business.
 11. In accordance with the terms of the collective bargaining agreement, management will provide the Union with advance notice of all meetings between one or more representatives of management and one or more bargaining unit employees that may be considered formal discussions under Federal Labor Relations Authority criteria and the collective bargaining agreement, and will permit Local 476 to attend and to participate in the meeting.
 12. AFGE Local 476 may send one or more representatives, in addition to the members of the EAC, to meetings that constitute formal discussions.
 13. EAC members will not be required to report to management regarding EAC business except through formal meetings set up to report, inform, or request information or approval from management.
 14. Time spent by EAC members on meetings, conference calls, or projects related to the Committee shall be during work hours and without charge to official time or to leave.


15. Management will dissolve its existing Ginnie Mae Employee Advisory Board immediately upon signing this Supplement.
16. Upon dissolving the existing Employee Advisory Board, Ginnie Mae will establish an Employee Awards Committee by providing AFGE Local 476 with Ginnie Mae's designated point of contact as described in paragraph 9.
17. This Supplement will become effective the day after its final approval.
18. This Local Supplement shall be incorporated into the successor collective bargaining agreement that follows the existing 1998 HUD-AFGE national collective bargaining agreement.
19. Upon the confirmed dissolution of Ginnie Mae's Employee Advisory Board, as shown by an e-mail to all Ginnie Mae employees announcing that or similar official action, AFGE Local 476 will withdraw the portion of ULP WA 12-0430 filed with the Federal Labor Relations Authority that relates to the Employee Advisory Board.

For Management:



Kim Adams, Administrative Officer,
Ginnie Mae

Date: 5/29/14



John Anderson, Acting Deputy
Director Employee and Labor Relations

Date: 5/29/14

For the Union:



Jerry Gross, Chief Negotiator, AFGE Local 476

Date: 5/23/2014