

Local Supplement 56

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 Social Engagement Committee

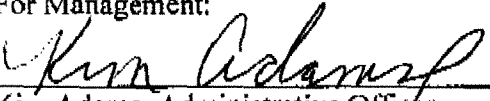
Scope: The scope of this supplement encompasses the establishment of an Employee Social Engagement Committee (ESEC) at Ginnie Mae to enhance social engagement and provide social and recreational activities to enhance morale.

1. The Union and management agree that Ginnie Mae's Employee Advisory Board (EAB) shall be dissolved and that Ginnie Mae may establish a new ESEC serving the Ginnie Mae employees at HUD Headquarters. The purpose of the ESEC is to identify ways to enhance employee morale and engagement. The ESEC's activities are limited to identifying and implementing social and recreational activities that may improve employee morale and engagement within Ginnie Mae.
2. The ESEC will operate independently of management direction. The Committee will not be tasked with implementing any activities or programs that do not result from Committee initiatives. The committee may not implement any system of awards or recognition that are based on or related to agency-directed work. 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.
3. Management will not recognize the ESEC as a representative of the bargaining unit. The ESEC shall not supplant or assume the responsibilities and rights of AFGE Council 222 of HUD Locals or AFGE Local 476. The Committee 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. Except for matters that cover exclusively social and recreational activities, all initiatives and proposals, including monetary and non-monetary forms of recognition, recommended by the ESEC for implementation will be considered to be management initiatives and proposals, and subject to the notice and collective bargaining provisions of the contract, law, rule and regulation. Management will share all surveys generated by the ESEC and the results of all such surveys at least five days before they are disseminated to the bargaining unit.
5. The members of the ESEC 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.

6. If a supervisor does not permit the participation of a Union-appointed Ginnie Mae bargaining unit employee on the ESEC, the Union has the right to withdraw its agreement to the establishment or continued implementation of the Committee at any time.
7. No adverse action shall be taken against a bargaining unit employee based on participation or non-participation in an ESEC. Participation in the ESEC is strictly voluntary.
8. The ESEC 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.
9. Each Committee 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 Committee members will be required to conduct any Committee business.
10. 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.
11. AFGE Local 476 may send one or more representatives, in addition to the members of the Employee Social Engagement Committee, to meetings that constitute formal discussions.
12. Committee members will not be required to report to management regarding Committee business except through formal meetings set up to report, inform, or request information or approval from management.
13. Time spent by ESEC 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.
14. Management will dissolve its existing Ginnie Mae Employee Advisory Board immediately upon signing this Supplement.
15. Upon dissolving the existing Employee Advisory Board, Ginnie Mae will establish an Employee Social Engagement Committee by providing AFGE Local 476 with Ginnie Mae's designated point of contact as described in paragraph 8.
16. This Supplement will become effective the day after its final approval.
17. This Local Supplement shall be incorporated into the successor collective bargaining agreement that follows the existing 1998 HUD-AFGE national collective bargaining agreement.

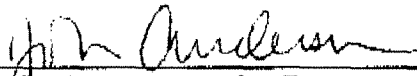
18. Upon the confirmed dissolution of Ginnie Mae's Employee Advisory Board, as shown by an e-mail to all Ginnie Mae employees announcing that or similar official action, AFGE Local 476 will withdraw the portion of ULP WA 12-0430 filed with the Federal Labor Relations Authority that relates to the Employee 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