

LOCAL SUPPLEMENT No. 69

between

U.S. Department of Housing and Urban Development

and

American Federation of Government Employees Local 476

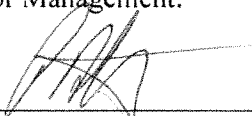
Subject: Reassignment of Employees to the Office of Field Policy and Management (FPM).

Scope: The scope of this supplement encompasses the impact and implementation of reassignment of employees to the Office of Field Policy and Management (FPM) from the Offices of Community Planning and Development (CPD), Housing, and Policy Development and Research (PDR).

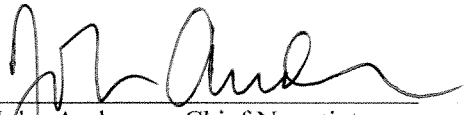
1. Affected employees are: Elizabeth Pearl (CPD), Bryan Herdliska (CPD), Veronika Orlova (Housing), Margeaux Akazawa (PDR), and Brooke Bohnet (Housing). No employee will be adversely affected as a result of reassignment to FPM.
2. No position will be removed from the bargaining unit as a result of these reassignments.
3. This Supplement shall not diminish or waive any rights that the Union and bargaining unit employees have under the Collective Bargaining Agreement (CBA), law, or government-wide rule or regulation.
4. Management will provide the American Federation of Government Employees Local 476 (Local 476) with before and after organization charts for each affected organization.
5. The Department agrees that career ladders and promotion potential will not be adversely affected by the reassignment of bargaining unit employees. The reassignments will not change existing opportunities for affected employees' promotions, upward mobility or career ladder opportunities. No bargaining unit employees will be downgraded, involuntarily relocated, or separated, as a result of this reorganization. No within-grade or other promotion will be delayed due to the reassignments.
6. The Department has stated that the affected employees will continue to have the same position descriptions. The Department will notify Local 476 if any changes to a position description are made subsequently as a result of the reassignment and reorganization, and will provide both the Local and the affected employee(s) with copies of the new position description(s).
7. The Department will provide updated critical elements and performance standards to the affected employees within thirty days of reassignment to the Office of Field Policy and Management (FPM).

8. Management shall provide affected employees with formal and informal training, or on-the-job training opportunities necessary to perform their new duties successfully.
9. Annual leave and/or sick leave previously approved will not be rescinded as a result of the reorganization and reassignments.
10. There shall be no adverse impact to employees' alternative work schedules, telework agreements, or reasonable accommodations as a result of the reorganization and reassignments. Any change in a telework agreement or alternative work schedule shall be in accordance with the current collective bargaining agreement. Approved reasonable accommodations will remain in effect when the employee is reassigned to the new position.
11. If requested by the Union, management will conduct a briefing at a mutually agreeable date and time for affected bargaining unit employees to explain the how the reassignments will affect their positions. Management will allow the Union to attend and participate in the briefing.
12. Management agrees to conduct bargaining before implementing any further changes that affect the working conditions of bargaining unit employees and will allow sufficient time to conclude local bargaining before implementing any changes. Normal time under the CBA includes 15 days for the Union to respond to formal notice, 10 days to begin negotiations, and approximately 5 days to conclude negotiations (i.e., 30 days total). Management agrees to engage the Union in pre-decisional involvement as stated in the HUD/AFGE Collective Bargaining Agreement in full force and effect.

For Management:

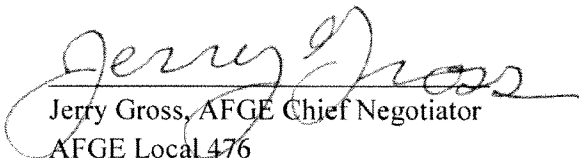


Paul Scott, Deputy Director
Field Policy and Management
DATE: 10/5/2015



John Anderson, Chief Negotiator
Employee and Labor Relations
DATE: 10/5/2015

For the Union:



Jerry Gross, AFGE Chief Negotiator
AFGE Local 476
DATE: 9/28/2015