

## Local Supplement 77

between

U.S. Department of Housing and Urban Development

and

American Federation of Government Employees Local 476

**SUBJECT:** Move of Office of the Chief Financial Officer (OCFO) Accounting Monitoring and Analysis Division (AMAD) to Weaver Building

**SCOPE:** This Supplement establishes the conditions for the move of the AMAD bargaining unit employees back to the Weaver Building.

**BACKGROUND:** The AMAD employees previous work space in the Weaver Building was renovated due to the Energy Savings Performance Contract (ESPC). The Weaver Building space was cleared by OSHA when the project was completed. The AMAD employees, who had been located at the Capital View Building during the renovation process, were moved back to the Weaver Building. When the AMAD employees complained of skin irritation, sneezing, and coughing while present in the AMAD area in the Weaver Building, OCFO management allowed the employees to telework for five days until the AMAD employees were relocated back to the Capital View Building. The AMAD personnel have been in the Capital View Building pending the thorough cleaning of their assigned space in the Weaver Building, including the replacement of the previous furniture. The AMAD employees were required to vacate their Capital View space so that it could be retrofitted for another program office. The AMAD employees were then relocated to the Washington Office Center temporarily, until the AMAD space in the Weaver Building was cleaned and free of environmental irritants that impacted employee's health. The AMAD employees were scheduled to be located at the Washington Office Building no longer than July 2015. On March 31, 2017, management provided the Union notification that the previously renovated space has been deemed environmentally safe and available for occupancy on April 24, 2017 which was extended to May 5, 2017, per Union notification received May 23, 2013.

1. **Compliance with CBA:** Management agrees to comply with all terms of the CBA in this and all future moves affecting bargaining unit employees, including consulting with Local 476 in accordance with Article 57 Space Management.
2. **Affected Personnel:** Management has provided the Union a list of impacted employees. Management will notify the Union of any changes to the list of impacted employees in accordance with the CBA.
3. **Notification to Union:** Management will provide the Union with full and complete information regarding this move, to include; complete employee list, requested environmental reports, and any employee reports of health issues associated with this proposed space.
4. **Size of Workstations:** The workstations in the Weaver Building shall meet the minimum size of 64 square feet (8' x 8'), as specified by Article 57 Space Management.
5. **Environmental Hazards:** Should it be determined that employees are continuing to experience adverse impact to their health due to continued environmental irritants, that they shall be permitted to telework until such time management locates and makes available suitable workspace where employees may perform their work.

Local Supplement 77 — AMAD Move to Weaver Building

6. **Employee Preference:** Management shall give preference to HUD employees over any contractor employees in terms of selecting seating assignments. Management shall give preference to HUD employees based provisions of our Collective Bargaining Agreement, seniority, and past practice as measured by length of employment at HUD.
7. **Break Rooms:** Management will provide break rooms for affected employees as required by Supplement 69 and Article 57 Space Management.
8. **Seating Plan:** Management will provide a seating plan and Local 476 will review and agree to the proposed seating plans prior to the proposed move date. Management will notify the Union of any proposed seating plan changes prior to implementation. Management agrees that any disputes related to seating choice will be resolved based on the following criteria:
  - Seniority within the division
  - Seniority within HUD
  - Seniority within the federal service
9. **Meeting Rooms and Other Space Utilization:** Management will provide meeting rooms, privacy areas, file storage, rest rooms, mail centers, and convenient access to copy, printing, and fax centers on the same floor where the AMAD employees are located.
10. **Parking:** All employees who currently have parking privileges at the Weaver Building and are still qualified (i.e., still in a carpool) shall be allowed to continue to park there.
11. **Reasonable Accommodations:** There shall be no adverse impact to any reasonable accommodation of any affected employee as a result of the move.
12. **Alternative Work Schedules and Telework Agreements:** There shall be no adverse impact to the alternative work schedule and/or telework agreement of any affected employee as a result of the move.
13. **Leave:** Any leave previously approved shall not be rescinded as a result of the proposed move.
14. **Training:** Any training previously approved shall not be rescinded as a result of the proposed move.
15. **Packing Time:** All affected employees shall be provided packing materials and granted sufficient time during the work day to box their office belongings on the designated date, and to unpack their belongings upon completion of proposed furniture replacement. Employees shall not be required to pack or unpack outside of duty hours. Employees shall not be required to lift, move, or carry boxes outside of their immediate work space.
16. **Disruption of Work Site:** Management shall permit affected employees to work from home if their work site is unavailable for any reason until such time suitable work space is made available.
17. **Adverse Impact:** There shall be no adverse impact on any affected employee as a result of the proposed relocation.
18. **Preservation of Rights:** Implementation of an agreement related to the proposed AMAD move shall not diminish or waive any rights that bargaining unit employees have under the HUD-AFGE Collective Bargaining Agreement, law, or government-wide rule or regulation.

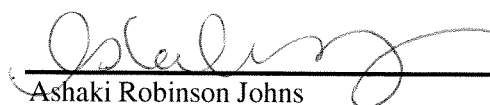
For HUD



Anita Crews  
Employee and Labor Relation  
HUD

Date: 5/3/17

For AFGE Local 476



Ashaki Robinson Johns  
President, AFGE Local 476

Date: 5/3/17