

NATIONAL SUPPLEMENT

Between

U.S. DEPARTMENT OF HOUSING URBAN DEVELOPMENT

And

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES

NATIONAL COUNCIL OF HUD LOCALS 222

**SUBJECT:** 6:00 a.m. arrival time program and flexitour credit hours

**SCOPE:** This supplement extends the program allowing bargaining unit employees to begin work at 6:00 a.m., and the ability to earn credit hours on flexitour, for the period of August 1, 2009 to August 1, 2011.

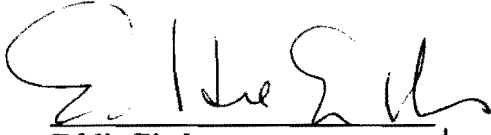
1. **Core hours:** The core hours for all employees shall be 9:30 a.m. to 2:30 p.m.
2. **Tour of Duty:** Employees shall not begin work before 6:00 a.m. or work after 7:30 p.m.
3. **Night Pay:** Employees are not entitled to night pay if they elect a departure time or elect to work credit hours when night pay would otherwise be authorized.
4. **Supervisory Approval:** All employees must submit a Work Schedule Request (form HUD-25017) to change tour of duty to begin at 6:00 a.m. If the request is disapproved, the supervisor will explain the reason(s) for disapproval.
5. **Proposed Effective Date:** The supervisor will annotate the effective date on the employee's form HUD-25017 at the time of his/her approval.
6. **Grievances:** Management's decisions in reference to 6:00 a.m. arrival time may be grieved under Article 22 of the HUD/AFGE Agreement.
7. **Credit Hours:** Employees who elect a Flexitour work schedule are eligible to earn credit hours between the hours of 6:00 a.m. – 9:30 a.m. and 2:30 p.m. to 7:30 p.m. local time. Employees may work no more than 3 credit hours per workday and carry over no more than 24 credit hours per pay period. Employees must submit a Notification of Intent to Work Credit Hours (form HUD-250180 to their supervisor. If the form HUD-25018 is disapproved, the supervisor will explain the reason for the disapproval.

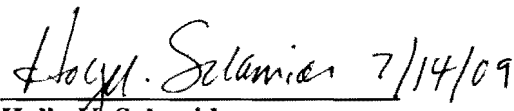
8. **Heating Ventilation and Air Condition (HVAC) Systems:** The Union agrees that Management does not have an obligation to start HVAC systems earlier as result of this Supplement.
9. **Shuttle Bus Service:** The Union Agrees that Management does not have an obligation to provide earlier shuttle bus service as a result of this Supplement.

**MANAGEMENT**

  
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Walter C. Vick  
Chief Negotiator

**AFGE**

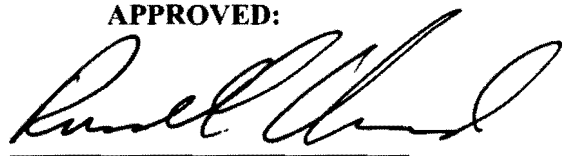
  
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Eddie Eitches  
Chief Negotiator 14 July 09

  
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Holly K. Salamido 7/14/09  
Team Member

**APPROVED:**

\_\_\_\_\_  
Sharman R. Lancefield  
Deputy Assistant Secretary for Human  
Resource Management

**APPROVED:**

  
\_\_\_\_\_  
Russell Varnado  
President, National Council of HUD  
Locals 222