

**Supplement Number 123**  
**Between**  
**U.S. Department of Housing and Urban Development**  
**and**  
**American Federation of Government Employees National Council 222**

**SUBJECT:** HUD ROTATIONAL ASSIGNMENT PROGRAM (RAP) PILOT  
Handbook 655.1

**SCOPE:**

The scope of this supplement encompasses the impact and implementation of the RAP pilot for Bargaining Unit employees.

**PURPOSE:**

The parties recognize the value of implementing a tool that will facilitate employee development, improve workforce flexibility, and provide cross training. The parties agree to establish a Rotational Assignment Program (RAP) that will provide developmental rotations for employees.

**SUPERVISORY APPROVAL:**

Employees will obtain the approval of their supervisor prior to applying for a rotational assignment. Managers will not unreasonably withhold approval of these requests.

**TIMING OF ROTATIONS:**

Home offices may retain employees selected for a rotational assignment for up to 30 days to complete work and allow a smooth transition of assignments to other employees. However, if the gaining office cannot wait for the 30 day period, they may select another candidate.

**NO ADVERSE IMPACT:**

No employee shall be subjected to any form of adverse action as a result of applying for or participating in the Rotational Assignment Program. This includes participants' eligibility for other training opportunities through their home office and types of assignments. Furthermore, the decision to participate in the RAP shall not adversely impact any bargaining unit employee's promotion, upward mobility, or career ladder position.

**REPORTING:**

HUD will be responsible for maintaining a data of all available rotations and applicants and will provide information to the Union upon request.

**DURATION:**

This pilot will expire 1 year from the date of publication.

Approved:

MANAGEMENT

  
NORMAN MESEWICZ  
Chief Negotiator

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Date Signed: 1 Aug 2012

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