

LOCAL SUPPLEMENT 80  
Between  
U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT  
And  
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES  
LOCAL 476

Subject: Reorganization within the Office of Manufactured Housing – Operations (OMHP).

Scope: This Supplement establishes the conditions for the reorganization of the within the Office of Manufactured Housing – Operations (OMHP).

1. Scheduling: All meetings between management and the affected employees related to the affected employees' reorganization will be scheduled so that the designated Union representative can attend the meetings.
2. Disruption of Work Site: Management will permit affected employees to telework at the option of the employees if the work site becomes unavailable. Employees shall not be required to publicize their private home or cell telephone numbers. There shall be no adverse impact on any employee for whom teleworking is not feasible while the office is disrupted.
3. Reasonable Accommodations: There shall be no adverse impact to any reasonable accommodation of any affected employee as a result of the proposed changes.
4. 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 proposed changes. Any situational telework shall be on a voluntary basis.
5. Leave: Any leave previously approved shall not be rescinded as a result of the proposed reorganization. Management shall not charge any employee leave as a result of the proposed reorganization if the employee has not requested leave for personal reasons.
6. Training: Any training previously approved shall not be rescinded as a result of the proposed reorganization.
7. Adverse Impact: Affected employees shall not suffer any adverse impact if they are unable to perform assigned work or meet deadlines due to factors caused by the reorganization, such as inability to access electronic files. There shall be no other adverse impact on any affected employee as a result of the proposed reorganization.
8. Preservation of Rights: Implementation of an agreement related to the proposed reorganization and/or office furniture replacement 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.
9. SMART Standards: Management will follow SMART guidelines in applying performance elements and standards after implementation.

For the Agency:

**MICHAEL  
BAILEY**

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Michael Bailey, Chief Negotiator

For the Union:

**Tobey  
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Tobey Zimmer, Chief Negotiator

**ANTHONY  
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