

Union #1

9/12/17

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NATIONAL SUPPLEMENT XXX

**BETWEEN U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT AND
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES NATIONAL COUNCIL
OF**

HUD LOCALS 222

Subject: Coaching and Mentoring Program (CMP)

Scope:

1. Status Quo: Status Quo will remain until completion of bargaining in accordance with Article 49 of the HUD/AFGE Agreement
2. Participants: Participants in the program shall be defined as those who receive training to become a mentor or coach as well as coachees and mentees
3. Policy: Any Supplement, policy or Handbook regarding the CMP will not diminish or waive any rights that bargaining unit employees have under the AFGE Agreement, law or statute. Any policy developed after negotiations will comply with this supplement
4. Participation: All HUD bargaining unit employees Department-wide will be eligible to participate in the CMP. Employee participation in CMP shall be voluntary. AFGE bargaining unit employees participating in the CMP may use duty time to participate in CMP, including any training in preparation for participating in the CMP.
5. Adverse Impact: AFGE bargaining unit employees will not be adversely affected by participation in the CMP.
6. Mentee and Coachee Participants: All AFGE bargaining unit employees who apply for and request a mentor/coach under the CMP will receive a mentor/coach.
7. Coach/Mentoring Selection: Any employee that desires to be a coach or mentor shall be selected
8. Telework/Alternative Work Schedules: Participation in the program will not be used as a basis for cancelling or changing a bargaining unit employee's telework, Flexitour, alternative work schedule, Maxiflex or reasonable accommodation agreement.
9. Grievance: Denial of an application for participation in the CMP may be grieved.

10. Benefits: An employee's participation in CMP will not be used as a basis to deny an employee training, awards or any other benefits or incidents of employment.
11. Reasonable Accommodations: Implementation of CMP will not affect employees; existing or pending reasonable accommodations. The implementation of CMP shall be in compliance with Departmental Reasonable Accommodation Policies and the HUD/AFGE Agreement.
12. Alternative Work Schedules: There shall be no adverse impact to the alternative work schedule of any participant in the CMP. If alternative work schedules need to be temporarily suspended or adjusted to participate in CMP, management will adhere to Article 16 of the HUD/AFGE Agreement.
13. Leave: Any leave and/or sick leave previously approved shall not be rescinded because of the CMP
14. Credit Hours/Overtime/Compensatory Time: Participation in the program shall not be the basis of denial of credit hours, overtime or compensatory time.
15. Selection Criteria: Any selection criteria created shall be shared with the Union during negotiations
16. Survey: Participants shall be surveyed quarterly and results shared with the Union upon request
17. Training: Uniform training shall be provided quarterly in Headquarters and each of the regions (if applicable).
18. Confidentiality: Employees who participate in coaching and mentoring sessions shall not be compelled to reveal confidential information without the expressed permission of the mentee or coachee.
19. Cross Cylinder Participation: Mentoring/Coaching relationship can exist across cylinders
20. EPPES: Participation in CMP shall be defined as training as it relates to EPPES performance. Participation in CMP may be used by the employee to fulfill EPPES training requirements