

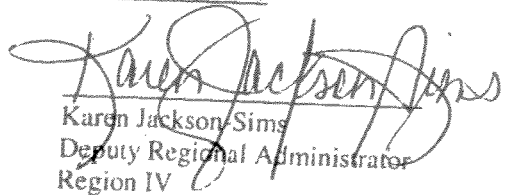
**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
 AND
 AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
 National Council of HUD Council 222
 REGION IV - GEOGRAPHIC AREA**

SUBJECT: Region IV Pilot Program - New VPN Client and Two-Step Remote Access Login Process

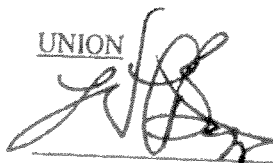
SCOPE: This Memorandum of Understanding (MOU) between HUD and AFGE outlines the understanding of the Pilot Program for all offices located in Region IV of the Department's New VPN Client and Two-Step Remote Access Login Process. Federal Security requirements (OMB M06-16) mandate the implementation of a new two-step remote access login process for HUD systems. This pilot program is expected to end before December 31, 2012 or when the VPN Client and Two-Step Remote Access process is implemented Department wide.

1. Management agrees that implementation of this pilot program will not have any adverse impact on either Party's obligation to comply with all Telework and Reasonable Accommodation Agreements, including all Telework and Reasonable Accommodation Policies and their negotiated provisions.
2. Management agrees that there will be no disciplinary actions or adverse impact to bargaining unit employees as a result of employees requesting multiple cards, delay in receipt of temporary passwords from helpdesk, and/or delay in access to HUD systems due to the new two-step process. There will be no cost to bargaining unit employees for replacement cards.
3. Management agrees that the new two-step access process will not be used to track employees.
4. On or before December 31, 2012, Management agrees to comply with Article 5 of the HUD/AFGE Agreement prior to implementation of the two-step remote access procedures to all employees of the Department. Region IV Locals included in the Pilot retain the same local bargaining rights as other Council 222 Locals. The scope of this Memorandum of Understanding is for bargaining unit employees located in Region IV only during the term of the pilot.

MANAGEMENT


 Karen Jackson Sims
 Deputy Regional Administrator
 Region IV

UNION

 08/24/2012
 William Biggs
 Regional Vice President, Region IV
 AFGE