

**National Supplement  
Between  
U.S. Department of Housing and Urban Development  
And  
American Federation of Government Employees  
HUD Council of Locals 222**

Subject: Implementation of Personal Identification Verification (PIV)

Scope: The scope of this supplement relates to the impact and effect on AFGE bargaining unit employees regarding the implementation of the use of Personal Identification Verification (PIV) cards for accessing HUD computer systems. The recent Office of Personal Management (OPM) breach has caused the Federal government to accelerate the implementation of two-factor authentication across the government. Specifically, Office of Management and Budget (OMB) has directed agencies to implement 100% PIV based Strong Authentication for Privileged Users by June 26, 2015 and 75% PIV based Strong Authentication for all users by July 15, 2015.

1. Remote log-on procedures will require use of appropriate equipment, including PIV or grid cards, HUD-issued laptops, portable card readers, or assistive technology. The Agency shall ensure that the appropriate equipment will be provided to employees.
2. Employees will be provided with a telephone number and/or contact person for obtaining assistance with PIV access problems. Bargaining unit employees will continue to have access to the HUD Help Desk for assistance with technical issues for PIV card usage ID and/or password to login to access HUD computer systems.
3. Nothing in this supplement shall contradict Supplements 84, 100, and 116 of the HUD/AFGE Collective Bargaining Agreement.
4. This supplement shall not diminish or waive any rights that bargaining unit employees have under the HUD/AFGE Collective Bargaining Agreement, law, rule or regulation.
5. PIV card implementation will not impact the current pay, grade, or career path of any employee as a result of the Agency's efforts to reduce the number of privileged users.
6. Employees experiencing difficulty accessing the system as a result of the PIV card implementation should contact the HUD Help Desk to mitigate workflow issues. The implementation of the OMB Directive to Implement PIV Cards will have no adverse impact upon bargaining unit employees' performance ratings.
7. Employees will be able to continue using their user ID and password to login to their assigned workstation computers if they have not been provided appropriate equipment (including PIV or grid cards, HUD-issued laptops, portable card readers, or assistive technology) for PIV access.

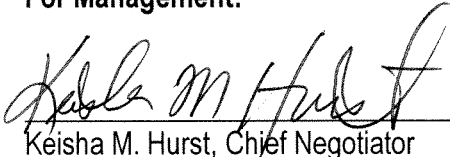
8. Employees will be able to continue using their user ID and password to login remotely while teleworking utilizing their personal computers if they have not been provided appropriate equipment (including PIV or grid cards, HUD-issued laptops, portable card readers, or assistive technology) for PIV access.
9. In accordance with the HUD/AFGE Collective Bargaining Agreement there is nothing that precludes employees who telework from using their own equipment.
10. Bargaining unit employees will be provided with information on utilizing PIV cards to sign onto HUD computer systems and how to reset their specific PIV access number (Personal Identification Number - PIN). Employees will receive a reasonable amount of time to review this information.
11. The PIV cards/card readers will not be utilized for signing in or signing out for time keeping purposes.
12. Telework schedules will not be altered or suspended as a result of the Department's implementation of the OMB Directive to Implement PIV cards. Telework shall continue to be administered in accordance with Article 18 of the HUD/AFGE Collective Bargaining Agreement and the Departmental Telework Policy.
13. Employees who do not have their PIV cards will be granted temporary access to HUD computer systems.
14. If an employee's PIV card is damaged, stolen or permanently lost, or in need of a personal identification number (PIN) reset, an employee will be granted temporary access to HUD computer systems. Temporary access shall be granted until such time that the employee has been provided a replacement PIV card or issued a new PIN number.
15. Employees shall be notified when it is time to renew their PIV cards.
16. Bargaining unit employees will not be charged for damaged, lost or stolen PIV cards as well as card readers and other HUD issued equipment. Employees will not be disciplined for accidental loss or damage to a PIV card, card reader or other HUD issued equipment.
17. Bargaining unit employees will be allowed a reasonable amount of time to renew their PIV card and reset their PIN. Employees will be appropriately reimbursed according to the Federal Travel Regulation.
18. Current access to email.hud.gov and other web based applications will not be impacted by the implementation of the OMB Directive to Implement PIV Cards.
19. Use of PIV cards shall not be used as a performance standard. It is a Federal security measure.
20. The implementation of PIV cards shall be in compliance with the Americans with Disabilities Act, the Rehabilitation Act of 1973 and the Departmental Reasonable Accommodation Policy. Current reasonable accommodations will remain in effect. Remote log-on procedures will require use of appropriate equipment, including PIV or grid cards, card readers, HUD-issued laptops, or assistive

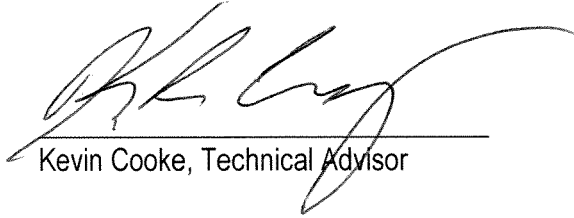
technology. If reasonable accommodations cannot be processed within negotiated timeframes, the Agency will provide alternative means of access.


21. If additional hardware and/or software is necessary for employees' personally owned computers to use PIV cards for remote access to HUD computer systems, the Agency will supply cards readers or an alternative means of remote access at no cost to the employee.
22. The Agency shall update the Union on a regular basis but no less than every 6 months regarding the PIV implementation process. The Council may request additional information as needed.
23. If PIV card implementation results in a compromise of the personal information of any employee through use of the PIV card, the Agency agrees to notify the Union and assist the affected employees to the maximum extent practicable in correcting the situation.
24. Employees who take their laptops home will be provided suitable HUD travel cases.

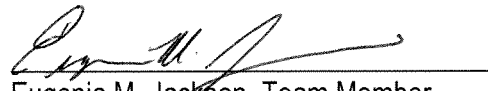
Date: July 30, 2015

**For Management:**

  
Keisha M. Hurst, Chief Negotiator  
Branch Chief, Employee and Labor Relations

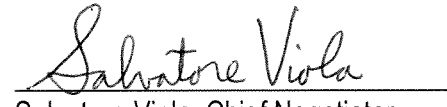
  
Kevin Cooke, Technical Advisor

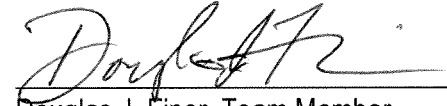
  
Peggy Armstrong, Team Member

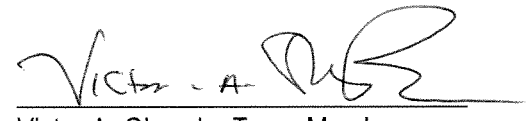
  
Eugenia M. Jackson, Team Member

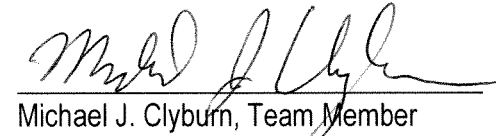
  
Anjanette D. Twiggs, Team Member

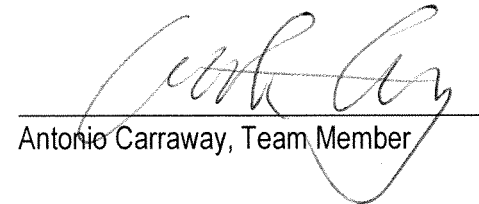
**For the Union:**

  
Salvatore Viola, Chief Negotiator  
Executive Vice President, National  
Council 222 of HUD Locals

  
Douglas J. Finer, Team Member

  
Victor A. Oluwole, Team Member

  
Michael J. Clyburn, Team Member

  
Antonio Carraway, Team Member