

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


SUBJECT: Office of the Chief Human Capital Officer (OCHCO) Buyout

SCOPE: The scope of this supplement encompasses the implementation of buyouts and its impact on bargaining unit employees in The Office of the Chief Human Capital Officer (OCHCO). This supplement is not precedential and applies only to the current OCHCO buyout.

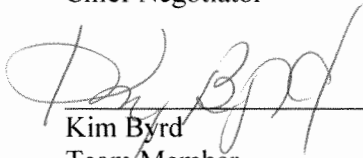
1. **Preservation of Rights:** Implementation of this agreement shall not diminish or waive any rights that the Union and bargaining unit employees have under the HUD-AFGE Collective Bargaining Agreement, law, or government-wide rule or regulation.
2. **Policy and Conformance to Collective Bargaining Agreement (CBA):** All VERA/VSIP actions shall comply with the CBA, in particular Article 36, VERA/VSIP (Buyouts). Management agrees that any additional departmental VERA/VSIP policy that affects AFGE bargaining unit employees will be negotiated prior to implementation, and will not be applied to this buyout and agreement without the express agreement of both parties.
3. **Buyout Plan:** Management will update the July 2015 OCHCO Buyout Plan to conform to the terms of the CBA and this agreement.
4. **Employee Decision:** The Department will cooperate fully with the employee's decision regarding whether to pursue or withdraw any other retirement application. The Department will take all steps necessary to support the employee's decision provided that such action is not expressly prohibited by law, statute, or government-wide regulations.
5. **Statutory Maximum Amount:** Bargaining unit employees will be offered the full buyout amount permitted by statute for their years of service and if eligible for \$25,000 will be offered that amount.
6. **Reasonable Accommodation:** The offer, application for, and acceptance of a buyout will have no adverse impact on any employee's Reasonable Accommodation.
7. **Leave:** The employee's leave will be paid out in accordance with statutory and regulatory requirements.

8. **No Relocation:** To the maximum extent possible, the Department shall ensure that there shall be no forced relocations of remaining AFGE bargaining unit employees as a result of implementation of the OCHCO Buyout.

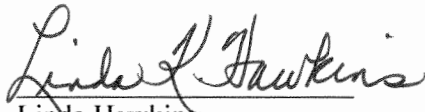
For the Department



Anita Crews,
Chief Negotiator

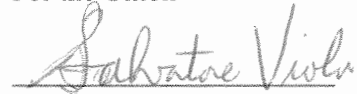


Kim Byrd
Team Member

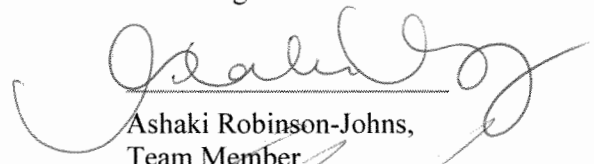


Linda Hawkins
Team Member

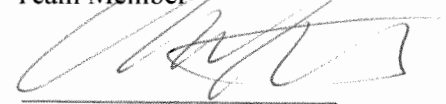
For the Union



Salvatore Viola,
Chief Negotiator



Ashaki Robinson-Johns,
Team Member



Antonio Carraway
Team Member

Date: September 14, 2015