

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 Handbook 750.1, Details, Interagency Agreement Assignments, and Intergovernmental Personnel Act Assignments Policy (Details, IA and IPA).

SCOPE: The scope of this supplement exclusively encompasses the impact and implementation of Handbook 750.1, Details (across program lines), Interagency Agreement Assignments, and Intergovernmental Personnel Act Assignments Policy.

PURPOSE: Details, IA, and IPA assignments are management-driven personnel actions whereby employees are temporarily assigned to positions within or outside of the Department.

1. No employee rights under the HUD/AFGE Agreement, including all supplements, shall be waived as a result of implementation of the Details, Interagency Agreement Assignments, and Intergovernmental Personnel Act Assignments Policy or as a result of employee participation in such assignments.
2. As a result of the implementation of this supplement, and with the gaining supervisor's approval, employees will be allowed to maintain Alternate Work Schedule and Individual Telework agreements currently in effect. Alternate Work Schedules and Telework shall continue to be administered in accordance with their respective policies and the terms of the Collective Bargaining Agreement (CBA).
3. HUD shall provide information on the HUD@Work website (or any successor departmental website) regarding the Details, IA, and IPA Assignments Policy, including information on how to participate in such assignments.
4. No employee shall be permanently removed from the bargaining unit as a result of being assigned on a Detail, IA or IPA assignment. Management is responsible for advising employees when an applicable assignment is outside the bargaining unit.
5. No adverse action shall be taken against any bargaining unit employee in connection with either requesting or being assigned on a Detail, IA or IPA assignment. This policy shall not have any adverse impact on any employee's promotion, within-grade increase, or career ladder position.
6. Decisions related to employees being assigned on Details, IA, or IPA may not be based on political affiliation, labor organization affiliation or non-affiliation, marital status, race, color, religion, gender, sexual orientation, sex, national origin, disability, or age.
7. HUD shall notify each Local Union regarding local changes that may occur to bargaining unit employees in connection with Details, IA, or IPA assignments.

8. Bargaining unit employees' eligibility for other training opportunities and training funds through their permanent offices shall not be affected as a result of participating in Detail, IA, or IPA assignments. To the extent practicable and appropriate, employees participating in a Detail, IA, or IPA assignment may be permitted to attend training that was scheduled before the assignment was finalized.
9. There shall be no adverse impact to any reasonable accommodation of any affected employee who is assigned on a Detail, IA, or IPA assignment. Management shall not discriminate against any employee with a reasonable accommodation who request or participates in an assignment covered by this policy, provided that the employee is able to perform the duties of the assignment under the existing reasonable accommodation.
10. To the maximum extent possible, management will honor previously approved annual leave. Previously approved sick leave will not be rescinded as a result of the implementation of this supplement. Management will adhere to the terms of the CBA and leave policies for future requests.
11. Employee affected by this supplement shall receive performance plans and ratings, as applicable, in accordance with the Collective Bargaining Agreement and Departmental Performance Policy.
12. Upon request by the Union, HUD shall provide a copy of each Detail, IA, or IPA assignments advertised, and shall provide information about such assignments that have been filled or cancelled.
13. The geographic location of an employee's permanent program office shall not be a bar for consideration for Details, IA, or IPA assignments. Nevertheless, an employee's geographic location may be considered a significant factor in the assignment to the extent that funds for travel may be limited.
14. Any substantive changes made to Handbook 750.1, including referenced procedures and forms, subsequent to the current negotiations shall be subject to notice and negotiation.
15. The terms of the agreement reached in this mid-term negotiation shall be incorporated into the successor collective bargaining agreement that follows the existing 1998 HUD-AFGE national collective bargaining agreement.
16. When provisions of the Departmental policy are inconsistent with or contradict this supplement, this supplement will prevail.
17. Any information received from the gaining organization that affects employees' performance evaluations must be substantiated.

18. Lateral movements shall specifically be made in accordance with the negotiated terms of Article 27 and the Agreement. Rotational Assignments under RAP shall specifically be made in accordance with the negotiated terms of Supplement 137 and the Agreement. Details, Interagency Agreement Assignments and Intergovernmental Personnel Act Assignments shall specifically be made in accordance with the negotiated terms of the Supplement and the Agreement.
19. Parties agree that the Details, Interagency Agreement Assignments and Intergovernmental Personnel Act Assignments Policy and Procedures Handbook, Management will conform the agreed upon supplement and issue as the Details, IA and IPA Policy and procedures handbook for AFGE bargaining unit employees.

Date: April 26, 2016

For Management:



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