

AMENDED NATIONAL SUPPLEMENT 14

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 Programs (CMPs)

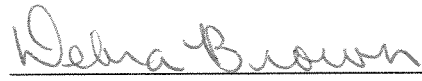
Scope: The scope of this memorandum encompasses the implementation of the Coaching and Mentoring Programs (CMPs), which is designed to address employee's developmental and organizational needs.

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 CMPs will not diminish or waive any rights that bargaining unit employees have under the AFGE Agreement, law or statute. The Department shall negotiate any changes to the CMPs policy that may occur after this supplement is signed.
4. Participation: All HUD bargaining unit employees Department-wide will be eligible to participate in the CMPs. Employee participation in CMPs shall be voluntary. AFGE bargaining unit employees participating in the CMPs may use duty time to participate in CMPs, including any training in preparation for participating in the programs.
5. Adverse Impact: AFGE bargaining unit employees will not be adversely affected by participation in the CMPs.
6. Mentee and Coachee Participants: All AFGE bargaining unit employees who apply for and request a mentor/coach under the CMPs will receive a mentor/coach.
7. Coach/Mentoring Selection: Any employee that desires to be a coach or mentor shall be selected based on the selection criteria developed by management and the Union.
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 CMPs may be grieved.
10. Benefits: An employee's participation in CMPs 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 CMPs will not affect employees; existing or pending reasonable accommodations. The implementation of CMPs 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 CMPs. If alternative work schedules need to be temporarily suspended or adjusted to participate in CMPs, 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 CMPs.
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 developed with the Union during negotiations. Any subsequent changes to the selection criteria and weights for the selection criteria shall be discussed and agreed upon by the parties before implementation.
16. Survey: Participants shall be surveyed annually and results shared with the Union upon request.
17. Training: Uniform training shall be provided to all CMPs participants.
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 CMPs shall be defined as training as it relates to EPPES performance. Participation in CMPs may be used by the employee to fulfill EPPES training requirements.

Dated: October 25, 2017

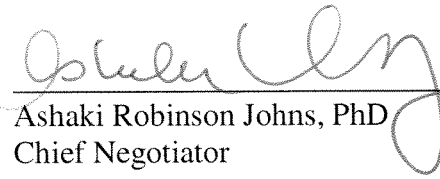
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