

NATIONAL SUPPLEMENT  
Between  
U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT  
And  
AMERICAN FEDERAL OF GOVERNMENT EMPLOYEES  
NATIONAL COUNCIL OF HUD LOCALS 222

SUBJECT: Loan Origination System

SCOPE: The scope of this supplement encompasses the impact and implementation of the Loan Origination System for the Office of Loan Guarantee, Office of Native American Programs (ONAP), Public and Indian Housing

1. Status Quo will remain until completion of bargaining in accordance with Article 49 of the HUD/AFGE Agreement.
2. Management shall provide the Audit Report (# 2015-LA-0002) regarding the Section 184 Indian Home Loan Guarantee Program.
3. Management shall provide all impacted employees with a complete and accurate position description, which clearly and concisely states the major and grade controlling duties, responsibilities, and supervisory relationship to the position; within 30 days of completion of negotiation.
4. No bargaining unit employee will be involuntarily separated or downgraded solely because of the Department's Implementation of the Loan Origination System.
5. No position will be removed from the bargaining unit solely because of implementation of the new Loan Origination System.
6. The implementation of the Loan Origination System will not affect employee's existing or pending reasonable accommodation. The implementation of the Loan Origination System shall be in compliance with the Departmental Reasonable Accommodation policies and the HUD/AFGE Agreement, Article 45.
7. Affected employees' performance elements and standards for FY 18 will be provided consistent with Article 30 (Section 30.06 – The Performance Planning Process; and Section 30.07 Appraisal Process). FY18 performance elements and standards will be provided no later than July 1, 2018.

Bargaining unit employees who have work products in the pipeline, that are caught in the transition from the Computerized Homes Underwriting Management System (CHUMS) data entry process to the Loan Origination System process, shall not be adversely impacted for errors, timeframes, delays, and/or the

requirements related to the completion of the loan lifecycle, as a result of the implementation of the Loan Origination System.

8. Management will adhere to Article 16 § 16.04 of the HUD/AFGE Agreement, if alternative work schedules need to be temporarily suspended or adjusted to prepare for implementation of the new Loan Origination System.
9. Management will fully comply with the HUD/AFGE CBA, Article 18 "Telework" and HUD Handbook 625.1 "Telework Policy" if any change to telework agreements are needed to accommodate mandatory training activities for the new Loan Origination System.
10. Any leave previously approved as of the signing of this supplement shall not be rescinded solely because of the implementation of the new Loan Origination System.
11. The final transition plan from CHUMS to LOS is below:
  - From the "Go-live" date to Day 90 – employees will be held to 50% of their assigned workload;
  - Day 91 to day 180 from the "Go-live" date – employees will be held to 75% of their assigned workload;
  - Day 181 from the "Go-live" date to September 30, 2018 – employees will be held to 100% of their assigned workload.
12. There will be no change to the current duties of the bargaining unit employees as a result of the new Loan Origination System.
13. Management shall provide comprehensive training consistent with the Loan Guarantee Specialist position description duties that relate to LOS before expecting employees to complete assignments in LOS at a fully successful performance level. All other trainings previously approved shall not be rescinded as a result of the proposed changes.
14. There will be no move or relocation as a result of the implementation of the Loan Origination System.
15. There shall be no adverse impact on any employee solely based on the implementation of the new Loan Origination System.
16. Implementation of an agreement related to the proposed change shall not diminish or waive any rights that bargaining unit employees and management have under the HUD-AFGE Collective Bargaining Agreement, law, or government-wide rule or regulation.
17. The parties agree that implementation of the LOS will not affect the titles, grades, series, or work schedules of the impacted bargaining unit employees.

**Implementation of Loan Origination System**  
**Signed November 30, 2017**

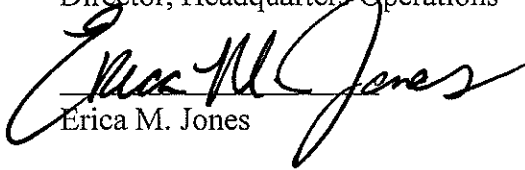
**Management Team**



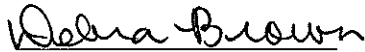
Anjanette Twiggs  
Chief Negotiator



Patrick A. Wells  
Director, Headquarters Operations



Erica M. Jones

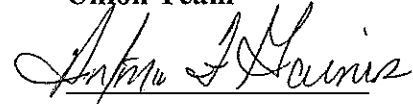


Debra Brown

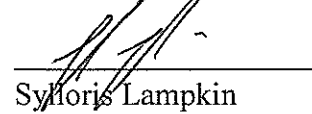


Robert Kusnir

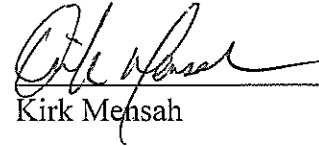
**Union Team**



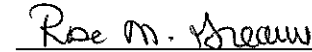
Antonio Gaines  
Chief Negotiator



Sylloris Lampkin



Kirk Mensah



Rose M. Greaux