

NATIONAL SUPPLEMENT 27
Between
U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
And
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
LOCAL 476

Subject: Reorganization for Office of the Executive Secretariat's Correspondence Division in the Office of Administration to the Office of the Secretary

Scope: This supplement addresses the impact of implementation of the reorganization for Office of the Executive Secretariat's Correspondence Division in the Office of Administration to the Office of the Secretary. A meeting was held on Wednesday, March 24, 2021 at 10:00 am to bargain over the impact of implementing the reorganization. During the meeting, agreement was reached on the below items:

1. Implementation: Management shall not implement this reorganization before the completion of negotiations and an agreement is signed evidencing mutual agreed-upon settlement terms.

2. Justification for Reorganization: Management will provide copies of all written directives and the congressionally approved plan for the reorganization to the Union confirming receipt of Congressional approval, and at the direction of the HUD Secretary.

3. Compliance with CBA: Management agrees to comply with all of the terms of the CBA in this reorganization affecting bargaining unit employees.

4. Complete Information: Management agrees to provide the Union with all relevant information provisioned under the HUD/AFGE Collective Bargaining Agreement and relevant Statute. Management further agrees to provide all requested and relevant information necessary to understand the full scope of this proposed change as required under Article 49 before negotiations begin.

5. Reasonable Accommodations: There shall be no adverse impact to any reasonable accommodation of any affected employee as a result of the proposed changes.

6. Alternative Work Schedules and Telework Agreements: There shall be no adverse impact to the alternative work schedule and/or telework agreement of any affected employee as a result of the proposed changes. As of the date of this supplement, the Department's operational status is Maximum Telework due to the COVID-19 pandemic. Employees are currently using situational and routine telework as required.

7. Leave: Any leave previously approved shall not be rescinded as a result of the proposed changes.

8. Adverse Impact: There shall be no adverse impact on any affected employee as a result of the proposed changes. Management will not relocate an employee as a punitive measure.

9. Preservation of Rights: Implementation of an agreement related to the proposed change shall not diminish or waive any rights that bargaining unit employees have under the HUD-AFGE Collective Bargaining Agreement, federal law, or government-wide rule or regulation.

For Management:

For AFGE Local 476:

Kim C. Adams
Administrative Officer/Director
Mission Support, Admin Services Division
Office of Administration/OCAO



Cynthia Fisher Carter, President

Bobby Allen, ELR Specialist
Alejandro Hernandez, ELR for Mrs. Allen

Kimberly David, Union Steward

Date: March 31, 2021