

**NATIONAL SUPPLEMENT 31**  
**Between**  
**U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT**  
**And**  
**AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES**  
**NATIONAL COUNCIL OF HUD LOCALS 222**

**Subject: HUD Buddy Program**

**Scope:** The scope of this supplement relates to the impact and effect on AFGE bargaining unit employees regarding the implementation of the Buddy Program. The Buddy Program is intended to allow a seasoned Department employee to welcome a new employee, assigned to their work unit, for the first 30 days after onboarding. The program is designed to help the new employee become accustomed to the agency and their new work unit.

1. This Supplement shall not diminish or waive any rights that bargaining unit employees have under the AFGE Agreement, law, rule, or regulation.
2. Participation in the Buddy Program shall be voluntary. Participation in the Buddy Program may be voluntarily withdrawn at any time by either the Buddy or new employee.
3. Participation in the Buddy Program will be open to all eligible AFGE bargaining employees, Department-wide. Union Officials will not be excluded from participation in the program. To the extent possible, management agrees to implement this on a voluntary rotational basis.
4. All employees participating in the Buddy Program schedules will remain unaffected for telework, flexi-tour, alternative work schedules, maxi-flex and any other negotiated provisions regarding hours of duty, leave and attendance in the agreement.
5. The Union will provide management with an AFGE contact list to be a part of the standardized Buddy packet, prior to implementation. The Buddy will identify the new employee's specific local representative.
6. Buddy Program is not intended to negatively impact employee performance for just cause and/or result in performance based adverse action for any employee participant in the Buddy Program.
7. The Buddy Program is not intended to be utilized as a disciplinary action without just cause as dictated within Article 12.
8. Employees participating in the Buddy program will be provided all materials and documentation necessary to participate in the program.

9. Criteria for Approval to participate in the Buddy program:
- a. The employee must have worked for the Department for at least two (2) years.
  - b. The employee must have achieved a minimum rating of fully successful on their most recent annual performance evaluation.
  - c. The employee voluntarily submits a request through their supervisor chain to be considered to serve as a Buddy for their division's new employee.
10. The parties agree that employees' training and development will be administered in accordance with all applicable law, rules, regulations, and the provisions of the Agreement. The Buddy Program is not intended to replace management's responsibility/obligation to ensure employees receive adequate training.
11. Management may consider Buddy participants for incentive awards, in accordance with the Department's Incentive Awards Program, Article 31 of the Agreement and HUD Handbook 2195.1.
12. Management agrees to provide the Union with a sample packet of Buddy documents which will be given to program participants prior to implementation. Management agrees to adhere to Article 4, Section 4.08.
13. Supervisors may make workload adjustments for program participants, as necessary, to avoid workload disruptions and promote success of the Buddy Program.

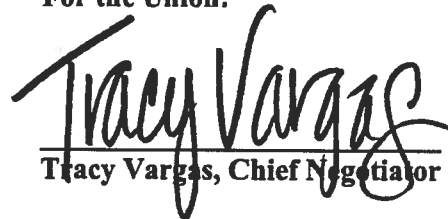
**For Management:**

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**Bobby Allen, Chief Negotiator**

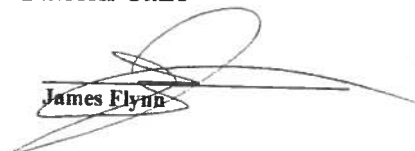
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**Robert Foye**

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**Faith Washington**

**For the Union:**

  
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**Tracy Vargas, Chief Negotiator**

*Patrick S. Cano*  
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**James Flynn**

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*Eric Jackson*  
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*Salvatore Viola*  
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*Tobey Zimber*  
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*Crystal Bland*  
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*Rose Gréaux*  
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Rose Gréaux

Date: September 27, 2021