

NATIONAL SUPPLEMENT 41  
Between the  
U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT  
And  
AMERICAN FEDERAL OF GOVERNMENT EMPLOYEES  
NATIONAL COUNCIL OF HUD LOCALS 222

Subject: Electronic Voucher Management System (eVMS) Implementation

Scope: The scope of this Supplement applies to the implementation of the Electronic Voucher Management System (eVMS) for HUD AFGE Bargaining Unit Employees in the Office of Public and Indian Housing's (PIH) Office of Housing Voucher Programs (OHVP) and Office of Field Operations (OFO). eVMS is a modernized replacement for the manual Voucher Management System (VMS) which calculates housing assistance payments for the Housing Choice Voucher Program.

1. Maintenance of Status Quo: Management agrees that regarding the new eVMS, it shall maintain the status quo and not implement eVMS until the Parties (i.e., HUD and AFGE Council 222) complete mid-term negotiations in accordance with Article 49, Section 49.02 of the HUD-AFGE Agreement and the Federal Service Labor-Management Relations Statute.
2. Demonstration to the Union: Management shall provide a demonstration to AFGE Council 222 and AFGE Locals on how the new eVMS works at least three workdays prior to the commencement of mid-term negotiations.
3. No Waiver of Applicable Rights: The Parties (i.e., HUD and AFGE Council 222) agree that this Supplemental Agreement, for the implementation of the new eVMS, shall not diminish or waive any rights of the Parties in the 2015 HUD-AFGE Collective Bargaining Agreement (CBA or Agreement), law, or government-wide regulation.
4. Adverse Impact: Management agrees that there shall be no separations, reductions in grade levels, changes in titles and series, or involuntary relocations for all the affected bargaining-unit employees solely due to the implementation of the new eVMS. Management agrees that there shall also be no changes to affected employees' reasonable accommodations, previously approved leave, telework agreements, alternative work schedules, nor duty stations. No affected employees' bargaining-unit status shall change due to the implementation of the new eVMS.
5. Training: Affected employees shall receive appropriate training on how to utilize the eVMS and understand and run reports of eVMS in accordance with Article 29 of the HUD-AFGE Agreement. The eVMS training shall be archived and/or posted on a HUD

website or SharePoint for affected employees to be able to access and view the training on an as-needed basis.


6. Performance Appraisal: Management agrees that deadlines and goals in performance elements and standards shall be adjusted for affected employees to account for the amount of time they will be participating in training from the contractor on the eVMS, and to provide training and technical assistance to other colleagues and Public Housing Authorities' staff on the eVMS in accordance with Article 29, Section 29.01(10) and Article 30, Section 30.07(5) of the HUD-AFGE Agreement.
7. eVMS and Two-Year Projection Tool for Section 8 Voucher Utilization Analysis: Public and Indian Housing (PIH) employees currently extract the Data Collection Report, downloadable in Microsoft (MS) Excel format, from the existing Voucher Management System (VMS). The Excel download is then imported into the MS Excel 2-Year Projection Tool for Section 8 Voucher utilization analysis. The Parties agree that the functionality of the downloadable data of the MS Excel format of the Data Collection Report in the current VMS will be incorporated into the new eVMS.  
  
Until final implementation of all waves has been completed, management agrees to continue to require Public Housing Authorities (PHAs) to submit information required to generate the MS Excel Data Collection Report into the current VMS until such time that the data collection functionality has been integrated into the new eVMS and made accessible to affected PIH employees. The Parties agree that affected employees are not responsible for manual data entry into the 2-Year Projection Tool, beyond what they are normally required to do, due to the possible lack of availability of the MS Excel format Data Collection Report in the eVMS.
8. Verification of Accuracy of Data in eVMS: It is not management's intent for eVMS to require additional responsibilities for data accuracy validation, beyond what staff are normally required to do. Management maintains its right to direct employees and assign work under 5 U.S.C. § 7106(a)(2)(B).
9. Hold Harmless: Employees will be given a 90-day grace period after being assigned new tasks related to eVMS for any operational errors or operational deviations.
10. Implementation: Implementation will be in accordance with Article 49, Section 49.06(n) of the HUD-AFGE Agreement.
11. Duration: This Supplemental Agreement shall remain in effect in accordance with Article 53 of the HUD-AFGE Agreement. Should this Supplemental Agreement expire due to the implementation of a successor collective bargaining agreement and is not covered by or incorporated into the successor collective bargaining agreement, the Parties, by mutual consent, may agree to renegotiate, re-open, amend, or modify this Supplement to the extent necessary. These negotiations shall be limited to the scope of this Supplemental Agreement.

**FOR MANAGEMENT:**

**FOR THE UNION:**

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Chief Negotiator  
Daniel Raymond, ELR

12/19/22  
\_\_\_\_\_  
Date

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DAS for Public Housing & OHVP  
Dannielle Bastarache

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Chief Negotiator  
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12/19/22  
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