

APPENDIX 2 TO MFRT SUPPLEMENT

1. Applicability of Negotiated National Supplement on Multifamily Reorganization and Transformation: All provisions and protections negotiated following the original Article 5 notification of April 26, 2013 and memorialized in the MFRT Supplement on the Multifamily Reorganization and Transformation shall be applicable to the outstationed Multifamily Headquarters employees identified on Attachment 2 of the Clarification Notification of April 18, 2014 (the outstationed employees).
2. Relocation of Outstationed Headquarters Employees: Affected outstationed Headquarters Multifamily employees as listed in Attachment 2 to the Clarification Notification will be relocated at the same time as other affected Multifamily employees in each respective Wave in accordance with the MFRT Supplement.
3. Space Issues: Any space issues concerning outstationed HQ employees will be negotiated at the local level.
4. Appendix 1 to MFRT Supplement: All provisions of Appendix 1 to the MFRT Supplement, dated May 1, 2014, will be applicable to the outstationed HQ employees.
5. Buy-outs: All outstationed HQ employees who are eligible for VSIP or VERA will be offered the opportunity as soon as possible, but no later than May 27th, 2014, to submit an application for a buy-out. In addition, all HQ outstationed employees who accept intermediate positions that are located in offices identified in Waves 2 through 5 of the MFRT and who are eligible for VSIP/VERA will be offered an additional opportunity to submit an application for a buy-out concurrent with the other employees in their respective waves. Eligible outstationed HQ employees will be given 14 days from the time of notification to submit a buy-out application. Management will notify outstationed HQ employees if their application has been accepted within 14 days of the close of the window for submission of buy-out applications. Once notified of acceptance, outstationed HQ employees may separate at any time, but no later than 90-94 days of receipt of the acceptance of the buy-out offer.
6. Pending Arbitration: Any decision and/or settlement in the pending arbitration regarding the MFRT will be applicable to the outstationed HQ employees.
7. Assignment to Intermediate Positions: Management agrees that the outstationed HQ employees who receive reassignments to an intermediate position prior to being reassigned to a position in the MFRT will receive 90 days of training to allow them to learn and perform the functions of the position. This training will be formal training including on the job training. Following the expiration of the formal 90 day training period, supervisors will provide limited on the job training as necessary. In the application of performance elements and standards to affected outstationed HQ bargaining unit employees Management shall take into account the date the employee was assigned the new duties, and the type and amount of training provided to the employee. In addition, all pertinent provisions of Supplement 125 will apply to the outstationed HQ employees assigned to intermediate positions in the MFRT.

SIGNATURE PAGE

For the Union

Handwritten signature of Holly Salamido in black ink.

Holly Salamido

Chief Negotiator

For Management

Handwritten signature of Mark Zaltman in blue ink.

Mark Zaltman

Chief Negotiator

Date: 5/15/14