

**NATIONAL SUPPLEMENT**  
**between**  
**U.S. Department of Housing and Urban Development**  
**and**  
**American Federation of Government Employees Council 222 of HUD Locals**

**SUBJECT:** Office of Public and Indian Housing (PIH) nationwide Employee Enrichment Pilot Program (EPPP).

**SCOPE:** Office of Public and Indian Housing (PIH) will implement its nationwide Employee Enrichment Pilot Program. This training program will provide PIH employees, who meet the eligibility criteria, with funding for training registration and fees, plus travel expenses, to attend self-identified and selected training and professional development opportunities. The applications will be processed on a first come, first serve basis. Applicants must submit application packets no later than on the due dates established by the EPPP Project Team.

- 1) This Supplement shall not diminish or waive any rights that bargaining unit employees have under the AFGE Agreement, law, rule or regulation.
- 2) The PIH Employee Enrichment Pilot Program shall provide the opportunity for:
  - (a) Employees to self-identify and self-address competency program specific and technical skill gaps in performing current job functions.
  - (b) PIH bargaining unit employees to further enhance their knowledge base and skills in the performance of their duties;
- 3) Employee participation in the PIH Employee Enrichment Pilot Program shall be voluntary.
- 4) Each employee shall continue to be entitled to voluntarily establish an Individual Development Plan (IDP) to be used as a roadmap for the employee's participation in the PIH Employee Enrichment Pilot Program. Previously approved IDPs shall be utilized and amended at the employee's request in accordance with the Departmental process and procedures.
- 5) Annual leave and/or sick leave previously approved will not be rescinded as a result of the implementation of the PIH nationwide Employee Enrichment Pilot Program.
- 6) To the maximum extent possible, Management will allow employees with previously approved alternative work schedules to participate in the PIH Employee Enrichment Pilot Program. Employees shall be able to adjust their schedules accordingly to participate in the program. Alternate work schedules shall continue to be

administered in accordance with the terms of the Alternate Work Schedules Policy and Agreement.

- 7) To the maximum extent possible, Management will allow employees to maintain previously approved telework agreements currently in effect to participate in the PIH Employee Enrichment Pilot Program. Employees shall be able to adjust their telework schedules accordingly to participate in the program. Telework schedules shall continue to be administered in accordance with the terms of the Telework Policy and Agreement.
- 8) Local Union Presidents shall receive timely notifications in accordance with Article 5 of the Agreement regarding local changes in personnel policies, practices, and procedures as a result of implementation of the PIH nationwide Employee Enrichment Pilot Program.
- 9) The implementation of the PIH nationwide Employee Enrichment Pilot Program shall be in accordance with the Departmental Reasonable Accommodation Policy and Supplement 41 of the Agreement. The Program will not alter reasonable accommodations currently in effect.
- 10) Workloads shall be adjusted as appropriate based on work volume and the amount of time the employee is participating in the PIH Employee Enrichment Pilot Program. Participation in the program will be taken into consideration in employee work assignments and performance expectations.
- 11) This supplement does not supersede or waive the training and career development procedures in accordance with Article 12 of the Agreement.
- 12) The employee's application and participation in the program will not be used to affirm negative performance evaluations.
- 13) The training announcement and materials will comply with the terms of this supplement.
- 14) To the maximum extent possible, Management will not allow business operations and other unforeseen circumstances (i.e., employee illness, emergency situations, etc.) to impede employee participation in the PIH Employee Enrichment Pilot Program. The supervisor and the employee shall discuss alternative training dates and/or other training options selected by the employee. As long as there is no additional cost, every attempt will be made to allow the employee to reschedule.
- 15) The parties agree that upon completion of the PIH Employee Enrichment Pilot Program the data results (i.e., applicants in date and time order of applications received, selections, and approved courses, etc.) will be shared with the Council of HUD locals in accordance with the deletion of Personal Identifiable Information required by the Privacy Act. In the event a permanent Employment Enrichment

Program is to be established, at the request of either party, the parties agree to discuss issues and concerns as a result of the pilot program.

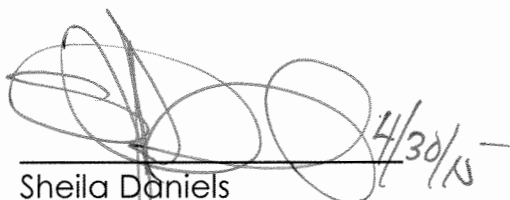
- 16) Once the employees training is approved by the PIH Employee Enrichment Pilot Program Project Team and budget authorization is provided by the General Deputy Assistant Secretary it will not be unreasonably denied.
- 17) Management may consider adding employees who have not applied for the PIH Employee Enrichment Pilot Program to be part of a group training if feasible.
- 18) There shall be no adverse action for employees who fail a course approved under the PIH Employee Enrichment Pilot Program.

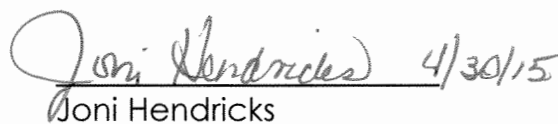
For Management:

For the Union:

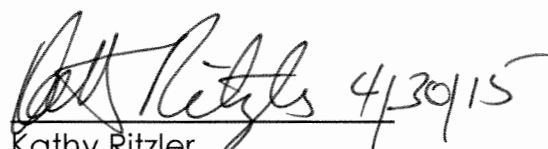
  
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Chief Negotiator

  
Salvatore Viola  
Chief Negotiator

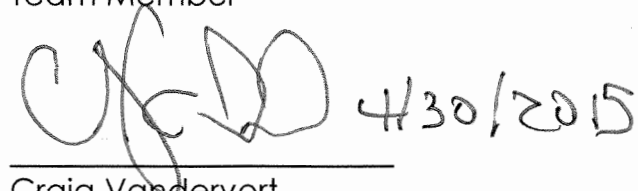
  
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