

SETTLEMENT AGREEMENT

IN THE MATTER OF AFGE COUNCIL 222, AFL-CIO)
UNION)
AND)
Grievance of the Parties RE:)
Public Housing’s Fiscal Year 2022)
Performance Standards for)
Portfolio Management Specialist)
U. S. DEPARTMENT OF HOUSING AND URBAN)
DEVELOPMENT (HUD))
)

This Settlement Agreement is made and entered into by and between AFGE Council 222 (“Union”) and the U.S. Department of Housing and Urban Development (hereinafter “Department,” “HUD,” “Management” or “Agency”)—collectively, the Parties. The Union and the Department have successfully conferred for the purpose of settling the Grievance of the Parties (GOP) filed on December 28, 2021, concerning the HUD Office of Public Housing’s Fiscal Year 2022 performance standards for the Portfolio Management Specialist position. The Parties acknowledge that they understand the terms of this Settlement Agreement and enter into the Settlement Agreement voluntarily.

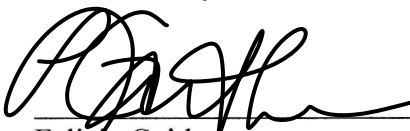
NOW, THEREFORE, in consideration of the premises and mutual promises herein contained, the Union and the Department agree as follows:

1. This Settlement Agreement resolves the Union’s Grievance of the Parties (GOP) filed on December 28, 2021.
2. The Union hereby agrees to withdraw with prejudice the Union’s December 28, 2021, Grievance of the Parties. This withdrawal, however, does not prohibit any individual Portfolio Management Specialist from filing a grievance to contest her/his Fiscal Year (FY) 2022 performance rating upon application of the FY 2022 performance elements and standards at the end of the rating period.
3. This Settlement Agreement is not binding on the Department and the Union until it is signed by all authorized signatories of the Parties listed below.
4. The Parties agree that the implementation of this Settlement Agreement concerning Public Housing’s Fiscal Year 2022 performance standards shall not diminish or waive any right the Parties have under the 2015 HUD-AFGE Collective Bargaining Agreement (referred to herein as “the Agreement”), law, government-wide rule or regulation except as described in this Settlement Agreement. Article 30 of the Agreement on Performance Appraisal remains in full force and effect.
5. Therefore, subject to No. 4 above, the Parties agree to the revised Fiscal Year 2022 Public Housing performance standards for the Portfolio Management Specialist position attached as Exhibit 1 to this Settlement Agreement.

6. Management agrees that Public Housing bargaining-unit employees are not prohibited from citing or receiving performance accomplishment(s) credit from their supervisors for the same work products or activities in more than one element as long as those work products or activities are applicable to the performance standard(s) in the different element(s). In accordance with Article 30, Section 30.07(4) of the Agreement: "Employees who submit a self-assessment should expect that it will be seriously considered and, upon request, may meet with their supervisor prior to proposing the initial rating. The self-assessment does not relieve the rating official of the responsibility for preparing a fair and thorough performance assessment. The rating official should be aware of the accomplishments of the employee throughout the performance period."
7. This Settlement Agreement shall not be construed as admission of fault or wrongdoing by either Party.
8. This Settlement Agreement sets forth the entire Agreement between the Parties thereto, and fully supersedes any and all prior Agreements or understanding between the Parties.

Each party, by affixing his/her signature below, certifies and affirms that he/she understands each and every term specified above, and acknowledges that they voluntarily agree to the terms and in no way were coerced.

FOR MANAGEMENT:



 Felicia Gaither
 Deputy Assistant Secretary for Field Operations
 Public and Indian Housing

4/28/22

 Date

FOR THE UNION:



 Ricardo Miranda, AFGE Council 222
 Chief Steward, Regions 1, 2 & 4

4/8/22

 Date



 Salvatore T. Viola, AFGE Council 222
 President

April 20, 2022

 Date