

ARTICLE 2 DEFINITIONS

Section 2.01 - Definitions. For the purposes of this Agreement, the following words and terms shall have the stated meanings:

- (1) **"Agency"** or **"Department"** are interchanged within this Agreement and shall be synonymous for the U. S. Department of Housing and Urban Development.
- (2) **"Contract"** or **"Agreement"** shall mean this collective bargaining Agreement between the parties.
- (3) **"Council"** shall mean the Council of HUD Locals 222, the Union's designated agent to handle the day-to-day business in the administration of this Agreement and other appropriate business of the Union, as specified in the delegation of authority by the American Federation of Government Employees, AFL-CIO.
- (4) **"Days"** means calendar days unless specified otherwise.
- (5) **"Disabled"** with respect to employment, it shall mean a qualified person with a disability, as defined in the Rehabilitation Act of 1973, as amended; the Americans with Disabilities Act of 1990 (ADA); the Americans with Disabilities Amendments Act of 2008 (ADAA); and Executive Order 13164.
- (6) **"Emergency"** with respect to the Agency, site or office, shall mean a man-made (technological) or natural hazard creating a situation that causes substantial disruption, damage and destruction to properties and services and the environment, and may result in severe adverse effects for a substantial number of employees at the agency site or office. These effects may include loss of life, physical injury, mental or emotional trauma. With respect to individual employees and/or office-wide emergencies, please refer to Articles 15, 18 and 23.
- (7) **"Employee"** shall mean bargaining unit employee as described in Article 1, Section 1.02, of this Agreement.
- (8) **"Family member"** has the meaning defined by the appropriate regulations of the subject matter. For those regulations that do not exclude family relationships, the following shall apply:
 - (a) Spouse, and parents thereof;
 - (b) Sons and daughters, including foster, adoptive, step, legal guardian, loco parentis and spouses thereof;
 - (c) Parents, and spouses thereof;
 - (d) Brothers and sisters, and spouses thereof;

- (e) Brothers and sisters, and spouses thereof;
 - (f) Grandparents and grandchildren, and spouses thereof;
 - (g) Domestic partner and parents thereof, including domestic partners of any individual in (a) through (e) of this definition, including same sex and opposite sex relationships; and
 - (h) Any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.
- (9) **"Geographic Area"** means the duty location and/or the Department's designated geographic areas where it maintains HUD Offices.
- (10) **"Government"** means the Federal Government of the United States of America.
- (11) **"Government wide rule"** or **"regulation"** shall have the meaning ascribed to it by the Federal Labor Relations Authority.
- (12) **"In writing"** means any written document and includes electronic mail (e-mail).
- (13) **"Local"** shall mean a constituent AFGE Local designated by the Council of HUD Locals 222.
- (14) **"Local Commuting Area"**
- (a) For purposes of employment, means the geographic area that usually constitutes one area. It includes any population center (or two or more neighboring ones) and the surrounding localities in which people live and can reasonably be expected to travel back and forth daily to their usual employment; and
 - (b) For the purposes of travel on official business from permanent or temporary stations located within the Department, means the regulatory definition.
- (15) **"Management" or "Department"** shall mean the United States Department of Housing and Urban Development and its managers and supervisors, to the extent authorized to act on behalf of Management.
- (16) **"Parties"** shall mean the Union and the Department, except as referenced in the article on Collaborative Conflict Resolution.
- (17) **"Position"** shall mean bargaining unit position; unless otherwise specified.
- (18) **"Reorganization"** shall mean the planned elimination or redistribution of functions or duties within the Agency.
- (19) **"The Statute"** shall mean the labor relations Statute which is the title that governs Federal labor relations for employees of the Federal Government. (Also known as the Federal Service

Labor-Management Relations Statute, 5 U.S.C. 7101, et seq., (Title VII of the Civil Service Reform Act of 1978)).

- (20) **"Statutory appeal"** means an appeals process which is specifically prescribed by law, as opposed to one negotiated by the parties, as an employee's redress for complaint.
- (21) **"Supervisor"** or **"manager"** means a non-bargaining unit position or employee that accomplishes work through the direction of subordinate bargaining unit/Civil Service employees, whether full-time, part-time, intermittent, or temporary; non-Federal workers; unpaid volunteers; student trainees, or others.
- (22) **"Training"** means the process of providing for and making available to an employee, on-the-job training (OJT), and/or placing or enrolling the employee in a planned, prepared, and coordinated program, course, or curriculum, in technical, mechanical, trade, clerical, fiscal, administrative, or other fields which will improve individual and organizational performance and assist in achieving the agency's mission and performance goals.
- (23) **"Union"** shall mean the American Federation of Government Employees (AFGE), AFL-CIO, and its authorized agents, including the Council of HUD Locals 222, and its officers and stewards, to the extent that they are authorized to act on behalf of the Union.
- (24) **"Unit"** or **"Bargaining Unit"** as used in this Agreement shall mean all employees covered by this Labor-Management Agreement represented exclusively by AFGE.

Section 2.02 - Other Words and Terms. Any word or term used in this Agreement not defined in Section 2.01 above shall have the common, dictionary meaning with only the following exceptions:

- (1) **Statutory Wording.** Where wording is used which is the same and in the same context as the Statute, it shall have the same meaning as that in the Statute unless clearly stated otherwise.
- (2) **Terms of Art.** Where terms or phrases are used having special meaning in Government personnel systems, the meaning ascribed to them in Federal Statutes, Regulations and Executive Orders (i.e. CFR, U.S. Code) recognized regulatory guidance, case law, HUD Handbooks and policies, etc. shall be controlling unless clearly stated otherwise.
- (3) **Contract Phrases.** Where an Article of this Agreement deals with special terms or phrases, they shall be defined by the particular Article in which they appear.