

SUPPLEMENT 103

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

SUBJECT: Implementation of the Asset Management Approach to the Agency's Public Housing (low rent) Program

SCOPE: The scope of this supplement encompasses the impact and implementation of the Asset Management approach (24 CFR §990) to the Public Housing (low rent) Program on bargaining unit employees.

1. **Relocation, Separation and Downgrade:** No employee shall be involuntarily relocated, separated, or downgraded due to the implementation of this Asset Management approach.
2. **Local Bargaining:** Management agrees that, in accordance with Article 5 of the Collective Bargaining Agreement between the Agency and the Union (the "CBA"), bargaining shall be conducted at the local level concerning any local issues involving the implementation of this Asset Management approach (i.e. moves).
3. **Telework:** Management agrees that the existing Telework agreements shall not be affected by the implementation of this Asset Management approach.
4. **Reasonable Accommodations:** Management agrees that an employee's existing Reasonable Accommodation shall not be affected by the implementation of this Asset Management approach.
5. **Training:** The parties agree that the success of the implementation of Asset Management depends upon giving employees adequate training. The Agency shall provide the Asset Management training to all affected employees. A library of the Asset Management training shall be established, for which all PIH employees shall have access. Training and career development shall be in accordance with Article 12.
6. **ePerformance:** In establishing and applying Specific Measurable Attainable Relevant and Time-bound (SMART) standards, Management

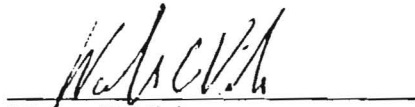
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agrees that employees shall be given a reasonable period to adjust to the new Asset Management approach.

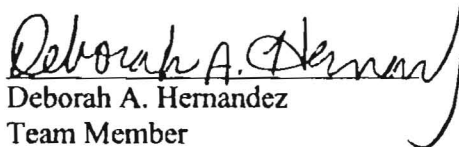
7. **Asset Management Approach Clarification:** The Asset Management approach is not a reorganization of the Office of Public Housing. A brief description of the components of this Asset Management approach is attached hereto this Supplement.
8. **Position Descriptions:** Management agrees to provide employees with a copy of their classified position descriptions upon approval of this supplement.
9. **Upward Mobility/Career Ladder:** There shall be no adverse impact on any employees' upward mobility or career ladder promotions as a result of the implementation of this Asset Management approach.
10. **Bargaining Unit Status:** No employee shall be removed from the bargaining unit as a result of the implementation of this Asset Management approach.
11. **Workload analysis:** Work shall be applied fairly and equitably to all employees in the implementation of this Asset Management approach.
12. **Use of Asset Management:** As Management has the exclusive right to assign work, the distribution of asset management duties is determined by each HUB Director, or Program Center Coordinators.
13. **Rights:** Nothing in this supplement waives any rights granted to employees by law, regulation, statute or contract.
14. **Annual Leave:** Annual leave previously approved shall not be rescinded as a result of implementation of the Asset Management approach.
15. **Briefing:** Management agrees to brief all affected employees within sixty (60) days of the approval of this Supplement.
16. **Work Environment:** The Department recognizes that creating a work environment that is fair and equitable shall enhance employee productivity regarding this Asset Management approach.

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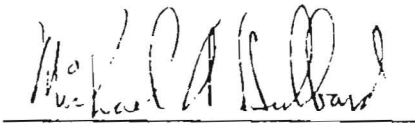
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FOR MANAGEMENT

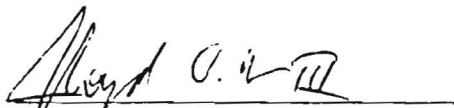
Walter C. Vick
Chief Negotiator



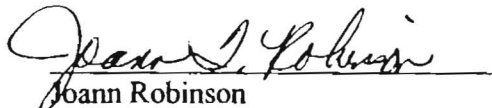
Deborah A. Hernandez
Team Member



Michael A. Hubbard
Team Member



Floyd O. May III
Team Member



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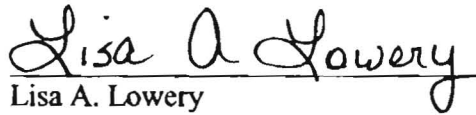
APPROVED:

 7/7/08

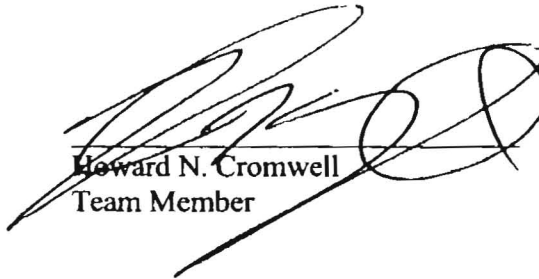
Barbara J. Edwards
Deputy Assistant Secretary
for Human Resource Management

FOR THE UNION

Salvatore Viola
Chief Negotiator

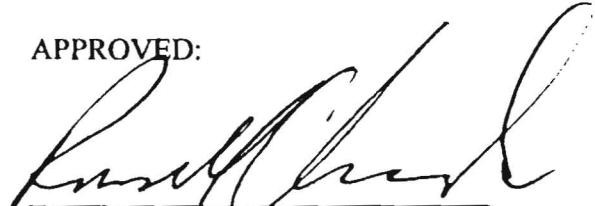


Lisa A. Lowery
Team Member



Howard N. Cromwell
Team Member

APPROVED:



Russell Varnado
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Sidebar

Quarterly conference calls may be held with this Negotiating team when initiated by either party during the first year of the execution of this supplement.

Substantive Vols 6/16/08
[Signature] 6/17/08