

45. Reentry for the individual Region IX offices, Detroit and Memphis offices shall be a phased approach of 2 days in the office per pay period for a duration of 2 pay periods for bargaining unit employees, effective Pay Periods 9-11, 2022, in accordance with the terms of this agreement. If the Parties reach an agreement on this MOU and the Flexiplace Supplement before the end of the pay periods designated in the preceding sentence, employees shall be allowed to remain on the phased approach of 2 days in the office per pay period for two additional pay periods through Pay Period 13 to allow eligible employees to request a Flexiplace arrangement.
46. Reentry shall be a phased approach of 2 days in the office per pay period including the 25% occupancy limit for Pay Periods 9 through 13, 2022. For in-person meetings, an employee may request that the meeting be convened in a location that allows for sufficient (at least 6 feet) of social distancing for the employee or if the requested social distancing is not feasible for the employee, the employee who requested social distancing shall be allowed to attend such meeting by TEAMS or other available electronic medium from their office workstation.
47. Reentry shall be guided by how the agency can most effectively and safely achieve its mission and pursuant to M-21-25. The Parties agree that while eliminating all risk of Covid-19 infection may be unobtainable, minimizing the risk to employees shall be the goal of the Parties.
48. Management will assess community levels of each HUD office weekly based on the CDC's COVID-19 Data Tracker County View (<https://covid.cdc.gov/covid-data-tracker/#county-view>) to determine the masking and testing protocol, in accordance with CDC and Task Force guidance, as may be amended. If a HUD facility is located in a county with a high community level, employees have the option to use situational telework, with the exception of the need to accomplish mission-critical work in the office. Where a HUD facility has an employee, contractor or visitor who tests positive for COVID-19, employees who have been identified to be in close contact with that individual as defined by the CDC (6 feet or less), shall be allowed to request and shall be granted situational telework for the next 5 calendar day period after the exposure, as may be amended by the CDC. Employees who test positive for COVID shall follow the COVID protocol for quarantine and isolation, as referenced in provision 62 of this agreement.
49. Management will make every effort to ensure social distancing is in place between occupied workstations.
50. Restrictions based on social distancing may be lessened when low community levels are stable for one month or when all pandemic related restrictions or warnings are lifted.
51. Restrictions based on social distancing under this MOU may be modified by the Parties in future bargaining over HUD's new Flexiplace policy. The Parties shall mutually

agree on any provisions in this MOU which are incompatible and should be superseded by a subsequent Flexiplace agreement.

52. High risk individuals, as identified by the CDC, state or local health authorities, may submit a request for Reasonable Accommodation to telework. Employees may request a Reasonable Accommodation and either management or the employee can initiate the process. Employees requesting a reasonable accommodation shall be allowed to telework as an interim accommodation until HUD's final written decision regarding the request.
53. Employees with immediate family members who reside with the employee or serve as caretakers and are in a high risk category as identified by the CDC, state or local health authorities or who are certified by a physician as being in a higher risk category not otherwise categorized by the CDC may request a workplace flexibility.
54. Employees who may not be categorized as high risk by CDC, state or local health authorities but who have medical conditions, as certified by a physician, that place the employees at higher risk of serious illness or death, may submit a request for Reasonable Accommodation. Employees requesting a reasonable accommodation under these circumstances shall be allowed to telework as an interim accommodation until HUD's final written decision regarding the request.
55. Transportation considerations:
 1. The Parties recognize that mass transit systems may represent a concern for HUD employees utilizing public transit systems for commuting to the office.
 2. Employees may apply to receive a vanpool subsidy in an amount to be determined by regulation and budget.
 3. Supervisors/managers may utilize flexible work schedules in accordance with the parties' LMAs and other negotiated agreements, and to the extent allowed under applicable laws, including hybrid telework, staggered start times, to allow for commuting on mass transit systems during non-peak hours. Supervisors who deny requests for flexible work schedules in these circumstances shall articulate a reason for the denial in writing. Employees who have medical conditions that place employees at higher risk of serious illness or death may request a reasonable accommodation. Employees submitting such reasonable accommodation request shall be allowed to telework as an interim accommodation until HUD's final written decision regarding the request.

Employees who can only commute to the HUD office via public transit systems, during peak transit hours, may request situational telework when the office is located in a county with a high community level based on the CDC's COVID-19 Data Tracker County View (<https://covid.cdc.gov/covid-data-tracker/#county-view>).

56. HUD visitors are required to follow all building safety protocols, including the applicable masking and social distancing requirements effective at the time of their visit. Every effort shall be made to keep HUD visitors away from internal HUD offices and in areas designated for the general public. Meetings between BUEs and visitors should when practicable be held in interview rooms/conference rooms or private offices away from HUD non-public space. Employees may request to use the HUD office's portable plexiglass in the meeting room as a barrier between them and the visitor. Visitors requiring entry into non-public areas within a HUD office may either attest to being vaccinated or must provide proof of a negative COVID test within the last 3 days, depending on the community levels where the HUD facility is located as a condition for entering HUD work areas and shall follow local public health requirements such as masking. These requirements related to the provision of information about vaccination and provision of proof of a recent negative COVID-19 test do not apply to members of the public entering a federal building or federal land to obtain a public service or benefit while remaining in areas designated for the general public. Additional protocols applicable to members of the general public are located in Provision 59.
57. All employees, onsite contractors and visitors with appointments, regardless of vaccination status, are expected to self-screen for COVID-19 symptoms or use the HUD COVID Screening Tool prior to commuting to a HUD office and shall notify their supervisor or agency point of contact and not commute to a HUD office if any symptoms recognized by the CDC are present, as shown in the following link: [Symptoms of COVID-19 | CDC](#). The symptoms currently listed in the HUD COVID Screening Tool, as may be amended, are the following:
1. Fever (100.4 °F or higher) or chills;
 2. Cough
 3. Shortness of breath or difficulty breathing;
 4. Fatigue;
 5. Muscle or body aches;
 6. Headache;
 7. New loss of taste or smell;
 8. Sore throat;
 9. Nausea or vomiting;
 10. Diarrhea
 11. Persistent pain or pressure in the chest;
 12. New confusion;
 13. Inability to wake or stay awake;
 14. Pale, gray, or blue-colored skin, lips, or nail beds, depending on skin tone.
 15. If an onsite contractor employee or visitor is manifesting any COVID-19 symptoms, e.g. a temperature of 100.4 °F or higher, they must follow HUD protocols and not access the building (or leave the building if already in the office). They should also follow HUD protocols and notify their on-site supervisor or point of contact, and comply with CDC recommended steps on what

to do when experiencing symptoms of COVID-19, as shown in the following link:
<https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html>.

58. Employees or contractors who have been in close physical contact with someone who has tested positive for Covid-19 shall inform their supervisor or agency point of contact, as applicable for contractors, and should follow CDC and State, local, and Tribal [guidance for quarantine](#) and isolation as may be amended, as shown in the following link: [COVID-19 Quarantine and Isolation | CDC](#).

59. Authorized and casual visitors

1. Visitors (“authorized visitors”), conducting in person business with HUD, must be scheduled. Applicable requirements for members of the public entering a federal building or federal land to obtain a public service or benefit are contained herein.
2. Authorized visitors must comply with all Covid-19 prevention protocols in use at the HUD office for visitors, as outlined in provision #56 above.
3. Unexpected visitors or visitors without appointments (casual visitors), are expected to remain in an area designated for the general public or walk-in visitors, may be required to wear a face mask, which may be provided by HUD if the casual visitor is in need of a mask; and, remain at least six feet away from any employee responding to the casual visitor.
 1. If available for the office facility, HUD will direct the casual visitor to a telephone placed in the lobby for the general public who may converse with a HUD employee in this manner.
 2. Casual visitors who visibly demonstrate Covid-19 symptoms shall be required to leave the building.

60. All persons entering HUD NFFE offices, but not areas designated for the general public, shall have available for use a thermometer to self-administer a temperature scan.

1. Any person registering a temperature of 100.4°F must immediately leave the HUD office and employees must report the elevated temperature scan results to their immediate supervisor. Onsite contractor employees are expected to follow the same HUD protocols and notify their on-site supervisor or agency point of contact, per the HUD Return to Safe Workplace Plan.
2. Surfaces shall be cleaned and disinfected per CDC guidance in the event of a confirmed COVID case to prevent the possible spread of infection. The surface must be treated with a disinfectant product registered with the Environmental Protection Agency’s List N or technology that has been shown to be effective

against the Covid virus. (List N includes isopropyl alcohol [both sprays and wipes] and hydrogen peroxide.)

1. Note: Disinfectants registered with the EPA have an EPA registration number displayed.
 3. Disinfectants shall be available to wipe down or otherwise disinfect the thermometer or measuring instrument after each use.
 4. A thermometer shall be available in each NFFE HUD office if employees feel they need to check their temperature during the day.
61. Where an unvaccinated or potentially unvaccinated contractor or visitor may require entrance to a non-public area within a HUD office because of an emergency, social distancing and masking may be put in place for all affected people in the immediate area of the emergency. Affected office employees within the immediate area of the emergency shall be notified prior to that person being allowed to enter the HUD office to allow affected employees to take appropriate precautions.
1. The unvaccinated or potentially unvaccinated person, entering the HUD office pursuant to this paragraph, is expected to use the HUD COVID self-screening tool. A thermometer will be available in the reception area for a temperature check. They are expected to follow the masking and social distancing procedures established for HUD unvaccinated employees.
 2. The unvaccinated or potentially unvaccinated person shall be required to wear a CDC recommended face mask at all times while in the HUD office in a high community level. This requirement will be amended in accordance with changes to CDC or local public health guidance.
62. Employees and contractors who manifest Covid-19 symptoms while in the HUD office, shall immediately inform their supervisors or, for contractors, their agency point of contact and leave the building. Authorized visitors manifesting COVID-19 symptoms while in the HUD office are expected to immediately inform the HUD employee with whom they are working and leave the building.
1. Upon notice from an employee that he or she has a confirmed COVID case, the supervisor shall immediately initiate HUD's Exposure Reporting procedure.
 2. All employees who receive notice of exposure through HUD's exposure reporting procedure shall follow CDC or local public health guidance.
 3. Employees are advised to test for Covid-19 and quarantine in accordance with CDC guidelines. A positive Covid-19 result should be immediately reported to their supervisor.

63. The Parties agree to follow, when applicable, as minimum standards, appropriate CDC guidelines as may be updated. For example:

1. Cleaning Your Facility (particularly high touch surfaces); updated November 15, 2021
2. Ventilation in Buildings, updated June 2, 2021
3. Types of Masks and Respirators, updated January 28, 2022

64. Where a locality has imposed pandemic-related requirements more protective than those set forth in HUD's Return to Safe Workplace safety principles or this MOU, those personal protective equipment (PPE) requirements shall be followed in the HUD controlled spaces located in Federal buildings and on Federal land in that locality as well as in HUD offices, in a manner consistent with this MOU.

1. An example is more stringent face mask requirements. Where face masks are required, HUD shall have available face masks meeting NIOSH N-95 or higher (e.g. KN-95); or ASTM Level 2 or higher to bargaining unit employees accessing a HUD office. HUD shall provide disposable masks in reception areas in HUD Offices to HUD clients and members of the public who come to the HUD Office without a mask and interact with HUD employees.

65. Travel:

1. HUD employees should adhere strictly to CDC, Safer Federal Workforce Task Force and local public health guidance for domestic and international travel.
2. Employees returning from travel may telework during the self-quarantine period or take accrued annual or sick leave, if required and subject to supervisory approval.

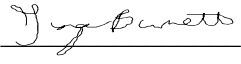
66. Unvaccinated employees returning from travel must follow CDC guidelines, as may be amended, which currently state

- Get tested with a viral test 3-5 days after returning from travel.
- Stay home and self-quarantine for a full 5 days after travel, even if you test negative at 3-5 days.
- Self-monitor for COVID-19 symptoms; isolate and get tested if you develop symptoms.
- Follow all state, tribal, local, and territorial recommendations or requirements after travel.

67. New employees or employees new to a physical office hired after March 20, 2020 during the pandemic shall be given an office orientation upon returning to the office which shall include a tour of the office; an introduction to the use of all office equipment and facilities; an introduction to services available to employees such as the HUD Help Line, IT support, EAP, ODEEO, and other administrative support services.
68. Any person intentionally violating the reporting requirements or vaccination requirements of this MOU shall be addressed by Management in accordance with each Local's collective bargaining agreement.

FOR THE AGENCY:

FOR THE UNION:

 June 28, 2022
 Ginger Burnett Date
 Chief Negotiator

Kenneth Einbinder

June 28, 2022

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