

SETTLEMENT AGREEMENT

The Department of Housing and Urban Development (HUD) and the American Federation of Government Employees, Local 476, AFL-CIO (AFGE) agree to the following terms and conditions as full and complete settlement of unfair labor practice charge WA-CA-12-0054.

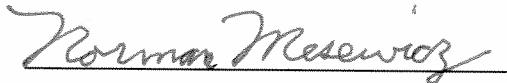
HUD acknowledges that it mistakenly issued a substantive performance appraisal to union representative [REDACTED] for the rating period November 1, 2010 through September 30, 2011.

HUD rectified this matter by altering performance rating records to reflect that [REDACTED] was "not ratable" for each of [REDACTED] performance elements during the rating period in question. HUD also acknowledges its responsibility to adhere to Office of Personnel Management requirements concerning the performance ratings of union representatives.

In exchange, AFGE agrees to withdraw unfair labor practice charge WA-CA-12-0054.

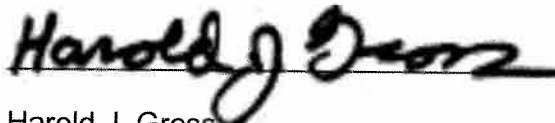
DATE: January 27, 2012

For HUD



Norman Mesewicz
Senior Advisor - Labor Relations

For AFGE



Harold J. Gross
Steward, AFGE Local 476