

From: AFGE Council 222

Sent: Monday, August 13, 2007 10:42 AM

Subject: ePerformance Survey Results and attached Power Point Presentation



<http://afgecouncil222.com>

August 13, 2007

e:Alert: ePerformance Survey Results

We want to thank all of you who took the time to respond to our two surveys on ePerformance. Your participation gave us tangible evidence of the continuing problems with implementation of ePerformance, and (particularly in CPD) continuing problems with the implementation of any performance management system.

The week of June 11, we returned to the bargaining table to negotiate the implementation of ePerformance agency-wide. We presented the results of the surveys, comparing your answers to the stated goals of ePerformance. For example, the ePerformance guidebook stated that all employees would receive hand-on classroom training, but 19% of employees reported no training whatsoever. The Guidebook advises employees that ePerformance only works if employees are actively involved in the process, but 46% of employees reported no involvement, and 21% reported minimal involvement, in the creation of their standards and elements.

Attached is a copy of our power point presentation presenting the results of the surveys.

At the bargaining table, Management agreed that widespread problems with implementation continued. They agreed to extensive language on training and orientation, and a step-by-step process for development of SMART standards and elements. They agreed to language that spells out what standards need to include to be considered SMART. They agreed that progress reviews need to be in person whenever possible, and that there are only six acceptable reasons for delay of performance ratings.

We will be sending an e:Alert to all employees soon with a copy of the new Supplement. It applies to all employees, including CPD, Admin, FHEO, GNMA, HHLHC, OCFO, OCIO, and OCPO.

We wanted first to share with you the results of your participation in the surveys. Thank you for participating. We also want to thank our volunteers who created, administered, and dissected the survey for our use. All of you have made a difference for your co-workers at HUD.

In solidarity,



Carolyn Federoff
President, AFGE Council 222

- This email is intended for HUD bargaining unit employees in CPD, Admin, FHEO, GNMA, HLLHC, OCFO, OCIO and OCPO -