



AFGE Council 222
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To:
cc:
Subject:



(<http://afgecouncil222.com>)

September 13, 2006

ePerformance To Be Implemented In GNMA & Healthy Homes

Dear GNMA and Healthy Homes employee:

Management has advised us that they are planning to implement a new method of developing and distributing EPPES in your divisions. The method will be via an electronic system called ePerformance. Coupled with this will be the extension of the Beta Site, currently being implemented in CPD and the Office of Administration. The Beta Site intends to link employee critical elements and standards more closely to the agency management plan.

There are two issues presented in this email -- ePerformance and the Beta Site.

ePerformance -- We will be bargaining ePerformance the week of September 25. However, your offices will receive an advance presentation on ePerformance on September 18, a week before the bargaining team.

Please plan to attend this advance presentation. Armed with this advance information, you will be able to provide us with knowledgeable questions and ideas to meet your anticipated needs. You will not only be helping yourselves, but you will be in a position to help all of your fellow HUD employees who will be subject to ePerformance.

Beta Site -- Management has refused to bargain the Beta Site. However, the experience in CPD and Administration has been so woeful that management has opened a dialog with us about problems and potential solutions. So far, our proposed solutions appear to be going nowhere with CPD and Administration. Nonetheless, we hope that our recommendations will be implemented in the next phase of the Beta Site. Yours are two of the five offices in which management plans to implement the Beta Site next. We understand that management intends to have your new EPPES elements and standards completed by October 24.

What we've seen happen in CPD and Admin is one of two things (and sometimes both): the employee is made responsible for activity that is out of their control (ie. being held responsible for the activity of the municipality); or the employee is held responsible for quantitative measures without regard to qualitative measures (inputs HUD form xyz into the computer within 5 days of receipt, without regard to whether the information on the form meets HUD standards). CPD and Admin employees have complained that their work is being reduced to factory line bureaucracy.

Before management drafts the elements and standards, we need you to think about what your elements

and standards should look like. Please go to <http://hudatwork.hud.gov/mgmtbudget/mgmtplans06.cfm> and look at the agency management plan for your office. For example, what would be an acceptable element and standard to capture a Healthy Homes employee's part in achieving the goal of 2750 housing units undergoing construction or rehabilitation using Healthy Homes principles? (Performance goal C.4.7.) You are not directly building the housing unit, so you don't have control over whether a builder follows Healthy Homes principles. But we believe you probably have some ability to affect change other than ensuring that the necessary form is input into HUD's computer system. How could management measure whether you're doing your part to achieve this goal?

We will work to set up some system whereby you can talk with each other and swap ideas for fair and effective standards and elements. ePerformance has a process for employee input into EPPES development. Our goal is to be sure that we're all ready to step up to the plate and participate meaningfully when the opportunity arises.

Thank you for your time and attention. Please send us your ideas for both ePerformance and the Beta Site critical elements and standards, and stay tuned.



Carolyn Federoff
President, AFGC Council 222