



AFGE Council 222
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To:
cc:
Subject: FHEO Employee - ePerformance!



(<http://afgecouncil222.com>)

December 20, 2006

E:Alert - ePerformance

Dear FHEO employee --

Despite our best efforts, it appears Management is insisting on imposing their deadlines for implementation of ePerformance. The record clearly shows that since mid-November, we have been pressing Management to timely roll-out training and implementation. Three weeks ago, we asked for postponements. In not so many words, we were told that HQ had to maintain deadlines because their supervisors are procrastinators. When we received information that supervisors were canceling use-or-lose leave, we promptly presented this to Assistant Secretary Nelson. In a meeting with him last week, we reached a tentative agreement that Management would permit extensions of the time limit to January 19, the end of the first pay period of the new leave year. This would allow use-or-lose to proceed without interruption. Since our meeting, however, we have heard nothing--except continued cancellations of leave, desk drops of "draft" EPPES without performance planning meetings, demands for instant employee review and agreement, failure to make any substantive changes as a result of performance planning meetings with employees, etc.

There are a very few offices where the process was different. For example, Chicago engaged in the process early, and supervisors and employees worked together to draft new EPPES. We have reports that the system can work. Unfortunately, we have evidence that persons in control of the system may not care if it works, only if it's timely.

Although all time delays are strictly attributable to Management failures, it is once again employees who bear the burden.

We are preparing a survey for all employees subject to ePerformance about the performance planning process. Please be on the look out for it in January. Responses are kept confidential, but give us information needed to fight for a better process. Further, it provides ammunition to oppose any efforts to move to a "pay-for-performance" system. Please be sure to respond to the survey.

In solidarity,



Carolyn Federoff
President, AFGE Council 222