



Chapter 14's Special Edition Newsletter Entitled "Did You Know?"

Performance Award Elections

So many of you may be wondering what's going on with performance awards? Or you might have questions about awards if your time with the Internal Revenue Service is closing like the setting of the sun. Well good news! This special edition newsletter of "Did You Know?" will address just that! In response to our request, the IRS informed us that the "cut-off" date for employees' FY 2018 NPAA performance award elections will be August 3, 2018. Because the default performance award is a cash (monetary) award, employees who are eligible for a performance award and want a monetary award DO NOT need to make an award election. However, for bargaining unit employees who want to receive their monetary award as a time off award (TOA) pursuant to Article 18, Section 4 ("Time Off as Incentive Award"), they must elect the TOA in writing. That is, they must either send an e-mail or send some other document in writing to their supervisor notifying the supervisor of the election of a TOA. If an employee has already made a written election of a TOA, and she/he wishes to change that election back to a monetary award, then the change to the award election must also be made on or before August 3, 2018. Changes to performance award elections must be delivered in writing to the employee's immediate supervisor. While an e-mail to your manager is sufficient to make or change an award election, attempting to make changes in HR Connect or e-Performance will not result in completing the change. We suggest that all employees keep a copy of their award elections! Then there's the question of: "Well...what if I'm retiring? How would my award elections be affected?" Be advised that employees who have given their supervisor a written election to receive a TOA and subsequently decide to retire sometime after August 3 and before she/he uses the TOA (i.e., employee takes paid time off per the TOA), such TOAs may not be converted back to a monetary award at that time. The election for a TOA may only be converted back to a monetary award on or before August 3, 2018, but not after. Changes to award elections simply will not be processed after the August 3, 2018 cut-off. That's news to know!

Employee Evaluations

Pssst! Hey! Don't just sit back and take an appraisal score without checking to see if it's accurate! Perhaps a better way to state this is... if you're not certain that the score received on your most recently shared performance appraisal meets the actual work performed (during that particular appraisal period), talk with one of our Union Stewards about it! The best and most efficient way in doing this is simply sending an email to your member of management informing that you need to speak with a Steward. You do not need to share the content of your Union discussion with management and this time should be approved by management as staffing permits.

What is a Performance Appraisal and how can you get the most from it?

- Performance Appraisals are documented on the Form 6850 and share your...performance. (Duh... Right?)
- The higher your appraisal score, the better your chances at achieving BQ (Best Qualified) when applying to different government positions.
- The higher your appraisal score, the greater any Performance Award amounts (whether Monetary or Time Off).
- Greater appraisal scores can also lead to higher Release Recall numbers.

Harmful Executive Orders

There's a lot of talk about the federal government over these Executive Orders (EO's) and their potential impact on the employees. For instance, our employees would no longer have the grievance procedure to protest unfair performance appraisals. Agencies are feeling emboldened to go after employee benefits like transit subsidies and alternative work schedules at the bargaining table. The impacts are real, and we need the support and engagement of everyone in the workplace to protest the EO's and share their concerns with their legislators and the White House. These orders are based on the false assumption that federal employees (like you) are the problem, and that if you can be fired faster and more easily, the U.S. government will operate more effectively and efficiently. We just don't buy that garbage. These executive orders are aimed at taking away your collective bargaining rights. The orders – limiting the use of official time, weakening due process, and restricting collective bargaining at government agencies – undermine decades of federal law that govern labor-management relations in the federal sector. These EO's eliminate time for union representatives to ensure that the agency is living up to its contractual obligations. On June 25, NTEU filed its motion for summary judgment, urging the court to enjoin numerous provisions of the EO's. Further briefing concerning our motion, including the government's statement of its position and our reply, will be completed by July 24. The court will hold a hearing on our motion, and motions filed by several other unions that have filed complaints over the EO's, on July 25, with the goal of issuing a decision on all the motions by the end of July.