

# memorandum

DATE: November 20, 2007

REPLY TO

ATTN OF: AD-442:Kent

SUBJECT: **FY 2007 PERFORMANCE APPRAISALS FOR BARGAINING UNIT EMPLOYEES**

TO: All ORO Employees

In March 2007, the Secretary of Energy mandated that a Safety Performance Standard would be included in all Federal employees' annual performance plans in order to emphasize the need to ensure a safe work environment. In accordance with the Secretary's mandate, employees were asked to sign their fiscal year (FY) 2007 Performance Plans acknowledging the addition of this new performance standard. The Headquarters guidance advised that all employees should receive their FY 2007 performance ratings, including the additional safety element, at the conclusion of the performance review period, and that all organizations were to negotiate the impact and implementation of these standards with applicable labor organizations.

Upon receipt of the Headquarters guidance, Oak Ridge Office management provided the Office and Professional Employees International Union (OPEIU) a copy and notified them of the need to complete all impact and implementation negotiations by the end of the rating period. We had hoped to conclude all negotiations prior to September 30, 2007, to avoid any disruptions to the appraisal process. For several months, both management and OPEIU have attempted to address questions and concerns raised by OPEIU. Unfortunately, issues remain unresolved which preclude the distribution of the FY 2007 performance appraisals, with the new safety standard included.

At the present time, our negotiations have reached an impasse. The process for resolving an impasse is for one or both parties to revise their position(s) either independently or through mediation with an external third party. At this time, it appears that mediation is inevitable. When a suitable agreement is reached with OPEIU, whereby the performance of bargaining unit employees during FY 2007 can be assessed, including appraising performance against the new safety standard, appraisals will be provided.

Questions regarding performance appraisals should be directed to your Human Resources Specialist.

  
Patricia Howse-Smith, Director  
Human Resources Division