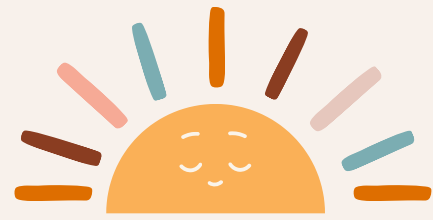


AFGE L 910

NEWSLETTER

MAY
2024



Mid Year Evaluation

MID YEAR REVIEWS

The mid year review will be conducted by a face to face private meeting with the supervisor and employee to discuss the employee's performance thus far in the rating period; to include praise and constructive criticism.

MINDFULNESS

The supervisor and the employee will each have a printed copy of the employee's performance plan. This plan will define the fully successful and exceptional levels on each element.

OPPORTUNITY

The employee will have the opportunity, and be encouraged to ask any questions, seek clarification, or further guidance at this mid-year performance review, and these communications will be documented in the e performance computer system.

Performance VS Conduct

DEFINED

Performance appraisals shall be fair and objective. Performance standards and elements to the maximum extent feasible shall be reasonable, realistic, attainable, and sufficient under the circumstances to permit accurate measurement of an employee's performance, and adequate to inform the employee of what is necessary to achieve a "Fully Successful" level of achievement. Performance standards that assess an employee's manner of performance must be job related, documented, and measurable. There must be a nexus between the expected manner of performance and the expected job results.

Do not include conduct in a performance evaluation:

Examples of conduct are:

HRO, belts, attending meetings and huddles, all training. ** all of these are conduct because if the employee "wont do it" that is a disciplinary issue. Most time and leave issues would be examples of conduct.



Accomplishments:



AFGE Current Cases 2024

Issues Attacking

- Parking Lot
- Smoking
- Overtime
- Proper pay for employees
- Adequate staffing

ULPs filed

- No response to request for information

Grievances Filed

- Untimely Disciplinary Action
- On Call Pay
- Uniform Allowance



Arbitrations Filed

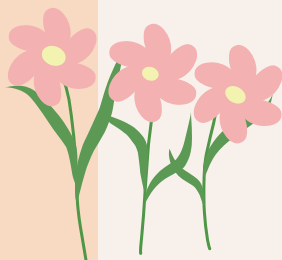
- Denied Official Time
- Inappropriate GS level pay
- Proper PPE and discipline
- Reasonable Accommodation denied
- Nurse Float and training

Inventory

- Planning phase
- Steward Training
- Share Point

For Steward involvement and interviews please contact your local president

- **Justin Youngblood**
- **816-922-2040**



**Room M11-244
6AM to 430PM M-TH**

Upcoming

Tickets and Lunch and Learns

Reminders

In office tickets

- Movie Tickets are sold in Room M11-244

On Line Only

- WOF Tickets
- Royals Tickets
- Mavericks Tickets
- Sporting Tickets



Lunch and Learn Dates

- June 11th
- September 19st
- December 4th

