

I wish to file a grievance against my manager Jan Robinson under Article 3- Employee Rights Section 2 part A and Article 3-Section 3-Whistle Blower Protection. for unfair treatment, discrimination, mismanagement and abuse of authority.

I have been placed on a Performance Enhancement Plan –Article 21 Section 7, and my step grade increase has been withheld. I completed the Performance Assistant –Article 21 Section 6 for the time frame of April 26,1999 -July 26, 1999. Manager Jan Robinson has determined I did not improve to her expectations, when in all actuality I have improved a great deal. The tally sheet she is charting my claims by (which she designed) has incorrect postings on it, I only checked 6 of the claims, I can assume she has coded other incorrectly as well. I feel she is discriminating against me as well as harassing me.

When she called me into her office to tell me she was going to place me on a performance plan I was very concerned because when I asked her what would happen if I did not meet up to her level, she stated I could be demoted and/or lose my job. "Fired." My job is in jeopardy and this situation has caused a great deal of emotional stress leading to physical conditions. I have enclosed a Doctor's statement with this grievance. She made all of these graphs and charts and charted my performance against the other Title 2 Claims Representative Judy Phillips who has been with the agency for 15 plus years. I felt this was discriminating.

I never got an official write back on my performance, and very seldom did I receive poms references to back up my incorrect mistakes until I was put on the performance plan. I feel this is mismanagement. I have had passing appraisals up to this point. Through this time frame of April 26, 1999- July 26, 1999 I had three different people reviewing my claims a T2 CR, John Biles Support Management in Lawton, OK, and Ann Roberts T2 CR in the Lawton office, which I believe is very unfair because each reviewer reviews differently. This is unfair treatment.

The objective of this program was to help me. I have improved to a successful level but I rarely had any positive feedback (with the exception of T2 CR Ann Roberts) even though I had improved tremendously. The claims were to be sent Attention-John Biles-Confidential. He or Ann would review the cases and send them back with the official review. I would send cases for review before I got the reviews back from the first package, therefore making it very difficult to correct any mistakes made due to the fact the claims were crossing in the mail. Then we had to try and catch one another on the phone or leave messages to discuss the reviews, which resulted to added field office processing time. Jan Robinson only had 2 reviews for discussion at the status meeting held July 27,1999 although I had cleared 6 claims. I felt this to be mismanagement on her part. If she placed me on a program and she set the status meetings why was the material needed for the meeting not available? This is mismanagement and unfair treatment.

I had to relearn proper coding due to the fact I was not trained the proper way of coding. I feel this was mismanagement and abuse of authority under Article 3 Section 3 Whistle-Blower Protection. She also violated my privacy when she passed out an office memo that clearly stated my claims were being reviewed by Lawton.

This memo is enclosed with my grievance form. Manager Jan Robinson has at times withheld overtime from me when requested and suggested I work credit hours. She was saving overtime for T16 Claims Representatives and the Service Representative. This is discrimination and abuse of authority.

The relief I seek is to be granted my step grade increase. To be taken off the Performance Enhancement Plan and to relocate to my original duty station the Moore, OK office. I would appreciate if you would authorize Ann Roberts of the Lawton office to make a "CONFIDENTIAL" statement as to the review of my claims and state her professional unbiased observation and opinion of the situation, as well as my Union Representative Glenna Shropshire, co-workers Hilda Luna, Liz Reed and Ylita Edd. Ms. Edd witnessed first hand the charts and graphs my manager had prepared, as well as the type of documented reviews that was prepared by my mentor Judy Phillips, that I assume led up to the Action Plan.

I have suffered a great deal of emotional stress during this time. I am on medication for anxiety, stress and depression. I am also on a controlled substance for back pain that stress of this situation has contributed to.

I thank you for your time, and trust you will look into these allegations, and make a determination based on our National Agreement. I regret that I have been put in this situation, and also regret the need to go to the extreme of filing a grievance. I would love to continue my career with this agency. I have put in a lot of time and training as well as the agency to give it all up due to management.

Sincerely,