

NON-STANDARD GRIEVANCE FORM
SSA-2048-U3

(Use additional pages for any section of this form, if necessary)

NAME OF EMPLOYEE:

OFFICE TELEPHONE:

405.795.3277 x 211

OFFICE LOCATION:

POSITION:

CR

GRADE:

11

REPRESENTED BY:
AFGE Local 2505

REPRESENTATIVE NAME:
Ralph de Juliis

REP TELEPHONE:

918.641.2409 ext 2923

DESCRIPTION OF GRIEVANCE: What article(s) of the Agreement are involved?

On or about, October 19, 2007, I received my PACS appraisal rating. I received a 3 in the Interpersonal Skills element; a 5 in the Participation element; a 3 in the Demonstrates Job Knowledge element; a 3 in the Achieves Business Results element.

I worked by butt off and I deserved 5s in everything.

For an Outstanding Contribution in Interpersonal Skill, one must contribute to developing trust, respect and cooperation among unit members.

As shared with my Supervisor, I do have my coworkers trust, respect & cooperation, as well as the public's trust, respect and cooperation. Many times I get calls from members of the public who have been referred to call me based on their friends' recommendation as I handled their claim in a courteous & professional manner. Furthermore, I had a situation with a staff member in another unit (SS1) that treated me in a very unprofessional manner for most of 2006 and 2007. This individual lied to management, treated me with disrespect. I held my position and treated him in a professional manner during 2006 and 2007. I developed and maintained staff's trust, respect and cooperation throughout the year.

In dealing with other staff (PC, DDS, ODAR, other office staff), I treat them all respectfully, courteously and give them my utmost cooperation all year.

I maintained a positive & productive working relationship within the office, work unit all year.

For Achieves Business results, I worked my butt off all year to meet my performance goals and standards and maximized my available time & resources to receive my RSI timeliness goal of 87%, over the 83% timeliness goal. My cumulative average for RSI is 90.8% timely and is considered excellent.

My work review and mid-term PACS review had no criticisms and no suggestions for improvement consequently, I was deceived and misled by management that I did not need to improve or work on anything. That is a 5 in everything, NOT a 3!!

Management in other offices has had TWO people during employees PACS discussions. I only had one, my supervisor, Sandra Neal. That disadvantaged me.

The performance standards are also illegal. Each one of my PACS elements has several sub-elements and sub-sub-elements. SSA never explained to me how each would be weighed to determine by overall rating in each element. All of the PACS elements are mechanically averaged. In other words, each has the same weight. Yet, common sense tells anyone that each element does not have the same importance and weight as the others. Depending on what work assignments I am given during the course of the year, I could and did more in some elements than in others. Yet, the weight given in my final, over all rating was the same.

SSA has violated Article 3, Sections 2, 4 and 5, Article 21, Sections 1, 2, 5 and 6.

RELIEF SOUGHT:

- (1) A rating of 5 in each element.
- (2) an overall rating of 5
- (3) the award commensurate with an overall rating: a Quality Step Increase.
- (4) An apology for not having two members of management present at my midterm review.
- (7) A written admission that SSA's current PACS plan for is illegal

I hereby authorize my representative to examine any appropriate official document, personnel record, or medical information which may be related to the grievance.

EMPLOYEE SIGNATURE:

DATE:

November 9, 2007**STEP 1 SUBMITTED**

SUPERVISOR:

TELEPHONE:

ORAL PRESENTATION
REQUESTED? (Y/N)

DATE RECEIVED

YES

DISPOSITION OF GRIEVANCE

NAME OF EMPLOYEE

STEP 1 DECISION BY:

TITLE	SIGNATURE	DATE
		5/29/08

DECISION (Enter disposition summary here and check block if narrative attached)

Rating for interpersonal skills will be changed from a 3 to a 5. This makes her overall average in all elements a 4 which makes her ROC eligible. Management is considering her for a ROC.

RECEIPT ACKNOWLEDGED BY EMPLOYEE OR UNION REPRESENTATIVE	<i>[Signature]</i>	DATE
		5/29/08

- Grievance Resolved Proceed to next Step Oral Presentation Requested Photocopy to Union

AS NEEDED, DESIGNATE STEP 2 OFFICIAL →	NAME	LOCATION	TELEPHONE

STEP 2 DECISION BY:

TITLE	SIGNATURE	DATE
PERSON SERVED	<input type="checkbox"/> MAIL <input type="checkbox"/> DIRECT	DATE

DECISION (Enter disposition summary here and check block if narrative attached)

RECEIPT ACKNOWLEDGED BY EMPLOYEE OR UNION REPRESENTATIVE		DATE

- Grievance Resolved Proceed to next Step Oral Presentation Requested Photocopy to Union

AS NEEDED, DESIGNATE STEP 3 OFFICIAL →	NAME	LOCATION	TELEPHONE

STEP 3 DECISION BY:

TITLE	SIGNATURE	DATE
PERSON SERVED	<input type="checkbox"/> MAIL <input type="checkbox"/> DIRECT	DATE

DECISION (Enter disposition summary here and check block if narrative attached)

RECEIPT ACKNOWLEDGED BY EMPLOYEE OR UNION REPRESENTATIVE		DATE

- Grievance Resolved Yes No Photocopy to Union

FOR LABOR AND EMPLOYEE RELATIONS STAFF USE →	Grievance Code:	Disposition:	Disposition Level: