

MEMORANDUM

DATE: July 2, 2002

TO: Robert D. Fawcett and Sabrina Taylor

FROM: Mitchell Front

RE: Employee Review Sheets and Request for Training

I have recently found out that the Office Human Resources has been contacting members of our bargaining unit concerning corrections to their Employee Review sheets. My understanding is that OHR is making inquiries into what proof employees have to support their proposed changes.

As you are aware, a large portion of our bargaining unit has requested that I represent them in dealings with the Office in matters concerning information contained in individual personnel files.

Last week, I requested training – training that is called for under the OPM Restructuring Handbook – for our bargaining unit. Specifically, I asked for training on the mechanics of the RIF and in the interpretation of the data that was provided to our attorneys.

I was informed by the Office last week that this training “may be subject to negotiations and is therefore improper to discuss.”

Notwithstanding our differences of whether training will be provided and when, we also feel that the entire process of

verification of personnel information is subject to negotiations. Therefore, it is improper for the Office of Human Resources to contact members of the bargaining unit until this matter has been negotiated. This is especially true under these trying circumstances, where our attorneys have not yet had the opportunity to review their personnel files.

In that regard, we feel that a better approach will be for OHR to meet individually with bargaining unit members and their designated representative only after the Office has provided training in the mechanics of the RIF and in the interpretation of personnel data.

Until the bargaining unit receives this training, NTEU Chapter 245 strongly objects to the Office of Human Resources contacting our attorneys and making inquiries without first providing proper training, and without allowing for proper representation.

We ask that you immediately end your practice of interrogating our attorneys on verification of data contained in Employee Review sheets and other personnel files.

Mitchell Front
Secretary, NTEU Chapter 245

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