



Contract Bargaining Update! Grievance Exclusions

ATTENTION!

SSA declares impasse over their proposal to eliminate grievances on:

- Performance discussions
- Ratings
- Awards
- Performance plans
- Letters of proposed discipline
- Adverse Actions over 14 days
- Removals

The Union did not agree because of a **demonstrated need** for these topics to remain in the contractually enforceable grievance process.

- * **Every year**, for the last five years, AFGE submitted a national grievance requesting to make minority, disabled, General Schedule (GS) 11 and lower grade employees whole after Agency PACS rating data exposed **unlawful discrimination** and bias to these groups.
- * **Every year**, nationwide, employees file grievances over their appraisal ratings, appraisal comments and management's use of information to assess their performance.
- * **Every year**, nationwide, employees file grievances over non-receipt of and unfair treatment in award amounts.

Management contract proposals to eliminate the employee's ability to grieve these managerial mistakes would take away their reliable and timely method and framework for seeking justice.

- * Aside from harming employees and their families, the Agency, public, and taxpayers will also lose their investment in SSAs workforce if turn over increases as a result of unfair bias.

No one wins if employees are stripped of their **basic rights and contract protections**.

Act now to support Union Contract negotiators who are working hard to protect your rights!

- ⇒ Join the Union <http://www.afgec220.org/1187-f.pdf>
- ⇒ Recruit a non-member
- ⇒ Join your fellow brothers and sisters at planned rallies and events on your lunch or after work
- ⇒ Call your Congress person to express your concern - **only on personal equipment and time**
- ⇒ Stay informed at <http://www.afgec220.org>
- ⇒ Like and follow us on Facebook @SSARallyPoint
- ⇒ Show support - Wear red on Wednesdays #redforfeds