

PERFORMANCE APPRAISAL SYSTEM — ALERT #2

The Alignment Statement

Definition (see Article 21, Section 3E):

The Alignment Statement is a standardized form that managers will provide to employees to facilitate discussion regarding how their work contributes to achievement of Agency goals and objectives. The statement may be supplemented with information about component goals and targets.

AFGE contract negotiators were told that the *Alignment Statement* will be distributed to employees as a hand-out at the beginning of the appraisal period. We were also told that it would **NOT** be a part of employee performance plans. Instead, it would include the agency's mission statement, SSA values, strategic goals and probably service delivery objectives.

Union Concerns:

This *Alignment Statement* will probably include numerics and employee alignment may be a factor considered by management in assessing performance, despite assurances to the contrary.

Mission statements, values, and strategic goals can be changed with every presidential election and appointment of SSA commissioner. For instance, one of Commissioner Barnhart's "Four S's" was solvency. Did that result in SSA's use of its website or employees to promote a political agenda: *Social Security privatization?*

Does "alignment," therefore, mean that SSA workers will be expected to promote privatization or other controversial proposals?

What You Can Do:

Employees are encouraged to participate actively during *Alignment Statement* meetings and encourage your co-workers to do the same. Ask questions, seek clarification and take good notes. Ask "How will my *alignment* impact on my performance appraisal, awards, promotions and consideration for details and special assignments?" Ask if you will be required to promote any controversial public policy changes or political agendas. Share your notes with your AFGE representative and keep a copy for yourself.

For additional information, visit www.AFGEC220.org