

AFGE COUNCIL 215

SPECIAL MESSAGE

EXPECTATION DISCUSSIONS

Expectation discussions (see Article 21, Section 5, of the National contract) are similar to the meetings supervisors initiated with employees at the beginning of appraisal periods under the pass-fail system. However, there are differences now that SSA workers will be rated by a three-tier plan: OUTSTANDING (5), SUCCESSFUL (3), or NOT SUCCESSFUL (1).

- Supervisors and employees are supposed to reach a shared understanding of what it takes to achieve a Successful rating.
- A new expectation discussion should occur whenever there is a change in supervisor, a detail, a change in component goals, or a return to duty following an employee's absence of 120 days or more.
- Numerics may now be used to define performance standards.

Protect Yourself:

If management uses vague terms like "fair share", "balance approach", "responds appropriately", and "maintains positive relationships", ask "what precisely do these terms mean?" If you do not share the same understandings as management, be sure to indicate that you do not understand or that you disagree. If management imposes unrealistic numeric goals, ensure that your opinion is noted. If you are asked to sign a receipt acknowledging that management conducted this expectation discussion and you still do not understand or agree with its contents, annotate the receipt accordingly. . .and don't forget to advise your AFGE local representative.

Finally, review Chapter S430 of the Personnel Policy Manual.

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