

Performance Management Appraisal Program (PMAP)

HHS has proposed eliminating Article 30 from our NTEU contract. Article 30 contains procedures designed to ensure that you receive a fair appraisal and allows you to challenge your appraisal if HHS does not follow these requirements.

What You Stand to Lose

- The right to clearly explain performance expectations, constructive feedback on your performance and suggestions for improvement, as well as professional growth opportunities
- Management will be able to change the elements of your PMAP whenever they choose, without providing you an opportunity, with union assistance, to comment on the changes before they are implemented
- Performance standards will no longer be required to be objective, measurable, and attainable
- Your supervisor will be able to lower your final PMAP rating without informing you of a perceived deterioration in your performance during the rating period
- A fair and objective appraisal, based on your actual performance, not a quota system dictating the number of ratings that can be given at a certain level will no longer be required
- You will no longer have the right to comment on your final rating and have those comments become a part of the appraisal
- If you are dissatisfied with your PMAP ratings you will no longer have the right to challenge the ratings through an expedited fashion, through open and constructive dialogue, as the contract currently requires

By law, HHS must have a performance appraisal process and they may still call it PMAP, but without the process spelled out in the contract, along with the right to challenge your appraisal when management doesn't follow it, you must accept whatever rating is given you, no matter how unfair.

If you are not currently an NTEU member, contact your chapter president. It takes all of us together to keep what we have earned.