

AFGE for

SSA 

EMPLOYEES

Restoring Rights,

Gaining Respect,

Preserving Social Security

the math is simple

A GOOD CONTRACT
+ GREAT EMPLOYEES
EXCELLENT SERVICE

WWW.MYCONTRACT2009.ORG

GIMME FIVE! PACS APPRAISAL TIME

Social Security employees will soon be receiving their yearly appraisals, and many of us can expect to hear the same ***bad news***: your supervisor or manager will tell you that even though your work is excellent, you have a great attendance record, you help others whenever asked, and you volunteer for additional assignments -- you're just an "average" employee.

What should you do? Before the appraisal is given to you, write the one-page assessment of yourself that's allowed under the contract. Give it to your supervisor, who must consider all the facts before issuing an appraisal. You have worked hard all year and you have served the public well. Don't be modest...toot your own horn!

If you're not happy with the appraisal, contact your Union Rep. immediately and file a grievance. You have the right to challenge your appraisal. Remember: ***you only have rights if you use them.***

Awards are based primarily on appraisals and that's why it's important under PACS to get as many 5's as possible. Management officials continue to receive large bonuses every year based on the work that **you** produce. You should also benefit from that same hard work.

For more information about PACS, go to: **www.afgec220.org** and click on the link entitled "Library." You should then look for "Cope with the New Appraisal System."

AFGE SSA GENERAL COMMITTEE, AFL-CIO

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