

From: Eitches, Edward E [edward.e.eitches@HUD.GOV]
Sent: Thursday, February 18, 2010 1:01 PM
To: UNION_MBRS-L@HUDLIST.HUD.GOV
Subject: FW: Performance Awards

Brothers and Sisters:

Please see the note below. Management plans to Pay us .25% less in EPPES awards this year than last. Management plans to pay those in PACS .25% more than what we will be getting.

We want parity this year.

Eddie

From: Eitches, Edward E
Sent: Thursday, February 18, 2010 12:51 PM
To: Sims, Ron
Cc: Brueger, Maura A; Blatchford, Laurel A; Payne, Janie L; Corsoro, George H
Subject: Performance Awards

Mr. Deputy Secretary,

I want to be up front with you and suggest my disappointment over the performance awards process vis-à-vis our Union. For the past five years (including last year), I met with either the Secretary, Deputy Secretary, or their chief of staffs to partner on a proposed plan. This year only a concerned employee delivered an undated memorandum from General Deputy Payne to you. Local 476 was never asked its views.

Certainly, we expected to achieve parity at least as to percentages between EPPES and PACS this year. Instead, there is still the .25% differential and our awards are to be lowered by .25%.

Last year the average payout was \$2,353 for a PACS employee and \$966 for an EPPES employee.

Please understand that even if there were no differential, those in PACS generally receive considerably more than those who receive EPPES. They make much more money and thus the bonus based on a percentage of salary is much greater. In addition, PACS employees are generally rated higher, for example, 80% receiving outstanding ratings compared to 50% for those under EPPES.

At a minimum, we expect parity this year. Rather than lower the PACS' payout (1.75% Outstanding,; 1.25% Excellent), we ask that you raise the planned EPPES payout .25% in each category (thereby maintaining it at last year's level).

The extra payout to EPPES employees can be paid by decreasing the spot or special act awards for PACS employees. The use of these awards is already "spotty" (appreciate the pun). Some units give out the awards; some never do.

In any event, an Obama administration that supports the middle (and lower) classes should stop providing those in the upper ranks a greater percentage of the pie.

Eddie Eitches,
President, AFGE Local 476
<http://www.afge476.org>